

Teacher-Related Indicators

Introduction

Apart from information on school and enrolment indicators, a good amount of information on teachers is also collected under DISE. Comprehensive profile of more than 4.17 million teachers is being maintained under DISE. This rich set of information could be useful in developing teacher education plans by SCERT and DIET faculty across the country who may be its potential users. The following set of data and indicators with respect to teachers have been available for analysis both at the state level and as average of 581 districts. Wherever necessary, indicators are also presented and analysed by school category. If needed, the same can also be obtained at disaggregated levels such as, school, cluster, block, district, state and national level. In most of the cases, besides male and female distribution of teachers, comprehensive information about *para*-teachers is also made available, which renders DISE as the only source that disseminates detailed information on all aspects of *para*-teachers, otherwise not available from any other source. State-wise number of *para*-teachers by school category, their educational and professional qualifications, training status, average number of *para*-teachers by school category etc. are a few variables which have been analysed in the present section all which is also presented in case of regular teachers. One of the other significant indicators is the percentage of teachers involved in non-teaching assignments as well as average number of days involved in such assignments, particularly in case of teachers in Government managed schools by school category. The age distribution of teachers can also be of great help in planning for teachers' requirement and recruitment in years that follow. Among various

variables, the following deserve special attention and treatment:

- Number of teachers by school category
- Distribution of teachers by school category
- Age and sex distribution of teachers
- Teachers profile by caste
- Professional & educational qualifications
- Number of teachers provided in-service training
- Pupil-teacher ratio
- Average number of teachers by school category
- Distribution of female teachers
- Types of teachers
- *Para*-teachers: number, academic and professional qualifications
- Average number of *para*-teachers by school category; and
- Average number of days engaged in non-teaching assignments.

Number of Teachers

With improved coverage of schools and districts under DISE each year, number of teachers also increased significantly. A consistent increase in number of teachers during 2003 to 2005 is observed which is true in case of most of the states covered under DISE during this period. Number of teachers distributed by school category in 2005 suggests that about 4.17 million (against 3.67 million in 2004 and 3.16 million in 2003) teachers are engaged in teaching in schools imparting elementary education in the country. About 78 per cent teachers are located in rural areas and in 87 per cent of schools.

In absolute terms, the number of Primary teachers increased during the period 2003 to 2005 but in percentage terms, the same has shown a declining



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trend which is true both for rural and urban areas. Primary schools have more than 1.85 million (against 1.67 million in 2004) of the total 4.17 million teachers.

Elementary schools (28.61 per cent/1,14,4835 teachers). The percentage of teachers in such schools in rural and urban areas is 27.88 and 31.58

Table E1

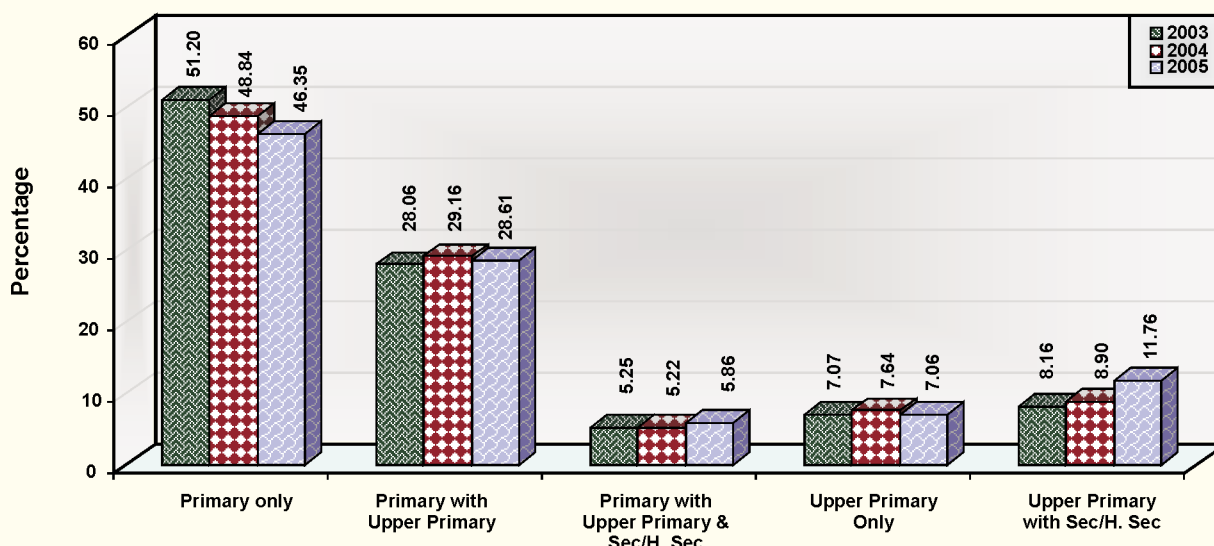
Distribution of Teachers by School Category: 2003 to 2005

| Year | Number of Districts | School Category | | | | | No Response | Total Schools |
|-------------------------|---------------------|-----------------|----------------------------|---|---------------|--|---------------|----------------|
| | | Primary only | Primary with Upper Primary | Primary with Upper Primary & Secondary /Hr. Secondary | Upper Primary | Upper Primary & Secondary /Hr. Secondary | | |
| Number | | | | | | | | |
| 2003 | 461 | 1587298 | 873222 | 178449 | 219553 | 293112 | 11532 | 3163166 |
| 2004 | 539 | 1674591 | 999855 | 179107 | 261856 | 304999 | 238803 | 3667637 |
| 2005 | 581 | 1854473 | 1144835 | 234576 | 282517 | 470702 | 170945 | 4172287 |
| Percentage | | | | | | | | |
| 2005 (All Areas) | 581 | 46.35 | 28.61 | 5.86 | 7.06 | 11.76 | 0.36 | 4172287 |
| 2005 (Rural Areas) | 581 | 50.08 | 27.88 | 3.70 | 7.90 | 10.25 | 0.17 | 3251763 |
| 2005 (Urban Areas) | 581 | 32.79 | 31.58 | 14.00 | 3.99 | 17.46 | 0.18 | 902792 |

Note: Totals may not add to hundred because of missing values and rounding of figures

Figure 5.1

Distribution of Teachers by Category : All Districts



More than 84 per cent Primary school teachers are located in rural areas. On the other hand, every fourth teacher is found to be teaching in independent

respectively (Tables E1 and E2). In other types of schools, the percentage varies between 5.86 in integrated Higher Secondary schools to 11.78



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(4,70,702 teachers) in Upper Primary attached to Secondary & Higher Secondary schools. Independent Upper Primary schools reported 2,82,517 teachers which is 7.06 per cent of total teachers.

reported a large number of Primary school teachers matching their respective size. All states from the north-eastern region reported small number of Primary school teachers.

Table E2

Percentage Distribution of Teachers by Category: 2003 to 2005

| School Category | All Areas | | | Rural Areas | | | Urban Areas | | |
|---|-----------|---------|----------------|-------------|---------|---------|-------------|--------|---------------|
| | 2003 | 2004 | 2005 | 2003 | 2004 | 2005 | 2003 | 2004 | 2005 |
| Primary only | 51.20 | 48.84 | 46.35 | 54.72 | 52.45 | 50.08 | 35.60 | 34.48 | 32.79 |
| Primary with Upper Primary | 28.06 | 29.16 | 28.61 | 27.01 | 27.75 | 27.88 | 33.00 | 34.89 | 31.58 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 5.25 | 5.22 | 5.86 | 3.22 | 3.43 | 3.70 | 14.08 | 12.34 | 14.00 |
| Upper Primary only | 7.07 | 7.64 | 7.06 | 7.75 | 8.42 | 7.90 | 4.23 | 4.52 | 3.99 |
| Upper Primary with Secondary/ Hr. Secondary | 8.16 | 8.90 | 11.76 | 7.09 | 7.74 | 10.25 | 12.89 | 13.50 | 17.46 |
| All Schools | 3163166 | 3667637 | 4172287 | 2534044 | 2897476 | 3251763 | 594846 | 759875 | 902792 |

Note: Totals may not add to hundred because of missing values and rounding of figures

Obviously, because of the state's size, the highest number of teachers is in Uttar Pradesh (0.40 million), that is, 9.60 per cent of the total teachers in the country. On the other hand, among major states, Himachal Pradesh (52,618, 1.26 per cent) and Uttaranchal (52,922, 1.27 per cent) have the least number of teachers. Delhi reported 64,899 teachers which is 1.56 per cent of the total teachers imparting elementary education. The total number of teachers in Delhi is more than the same in a number of other big states. The newly covered states Arunachal Pradesh reported only 8,570 teachers (0.21 per cent) compared to 4,650 (0.11 per cent) teachers in Pondicherry.

Uttar Pradesh also has the highest number of teachers in Primary schools (0.29 million), which is 15.79 per cent of the total Primary teachers in the country, while, Chandigarh had the least number of teachers in Primary schools (273) in 2005 compared to 20,476 (1.10 per cent) teachers in Delhi. Madhya Pradesh, Maharashtra, Rajasthan, Tamil Nadu and West Bengal also

The total number of teachers cannot provide any information about the availability of teachers in an individual school type unless the same is linked to the total number of schools in a school category. For this purpose, average number of teachers by school category is presented and is briefly analysed (Table E3).

Average Number Of Teachers

The average number of teachers in a school imparting Elementary education has shown improvement during 2004 to 2005. Such schools/ sections have had more teachers in 2005 than the same in the previous year. However, a few school types such as independent Elementary and Upper Primary schools showed a declining trend during this period. By and large, this is also true for rural and urban areas. The all-India average of 581 districts reveals that, on an average, there are 4.02 teachers (3.94 teachers in 2004) in a school that impart elementary education as in 2005. A significant difference is noticed in the availability

“All-India average of 581 districts reveals that, on an average, there are 4 teachers in a school that impart elementary education”



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of teachers in rural areas (3.61 in 2005 against 3.58 teachers in 2004) and in urban areas (7.25 in 2005 against 7.03 teachers in 2004) and also in schools

half of the average in Private managed schools (7.10 teachers).

It is interesting to note that barring Uttar Pradesh

Table E3
Average Number of Teachers by Category: 2003 to 2005

| School Category | All Areas | | | Rural Areas | | | Urban Areas | | |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|
| | 2003 | 2004 | 2005 | 2003 | 2004 | 2005 | 2003 | 2004 | 2005 |
| Primary only | 2.64 | 2.72 | 2.74 | 2.49 | 2.56 | 2.56 | 4.29 | 4.47 | 4.63 |
| Primary with Upper Primary | 6.64 | 6.79 | 6.60 | 6.21 | 6.30 | 6.18 | 8.79 | 8.96 | 8.55 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 9.60 | 10.45 | 10.92 | 8.15 | 9.24 | 9.17 | 11.68 | 12.26 | 13.38 |
| Upper Primary only | 4.32 | 4.25 | 3.99 | 4.20 | 4.11 | 3.84 | 5.62 | 5.63 | 5.46 |
| Upper Primary with Secondary/Hr. Secondary | 8.30 | 8.84 | 8.96 | 7.63 | 7.91 | 7.97 | 10.44 | 11.62 | 12.06 |
| All Schools | 3.71 | 3.94 | 4.02 | 3.41 | 3.58 | 3.61 | 6.61 | 7.03 | 7.25 |

managed by Government (3.47 in 2005 against 3.43 teachers in 2004) and Private managements (7.10 in 2005 against 7.23 teachers in 2004). Schools in rural areas have fewer teachers than schools in urban

(2.81 teachers) and Uttaranchal (2.84 teachers), all other states reported an average of 3 and more teacher in schools that impart Elementary education across the county but the same is not true for all

Table E4
Average Number of Teachers by Category and Management : 2004 and 2005

| School Category | Percentage | | | | | |
|---|----------------------------|-------------|-------------|-------------------------|-------------|-------------|
| | All Government Managements | | | All Private Managements | | |
| | 2003 | 2004 | 2005 | 2003 | 2004 | 2005 |
| Primary only | 2.47 | 2.55 | 2.54 | 4.88 | 4.76 | 4.76 |
| Primary with Upper Primary | 6.17 | 6.35 | 6.16 | 8.40 | 8.45 | 8.08 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 7.81 | 9.18 | 10.59 | 10.89 | 11.36 | 11.12 |
| Upper Primary only | 4.15 | 4.09 | 3.81 | 5.34 | 4.93 | 4.77 |
| Upper Primary with Secondary & Higher Secondary | 7.19 | 7.46 | 8.01 | 10.34 | 10.80 | 10.33 |
| All Schools | 3.24 | 3.43 | 3.47 | 7.22 | 7.23 | 7.10 |

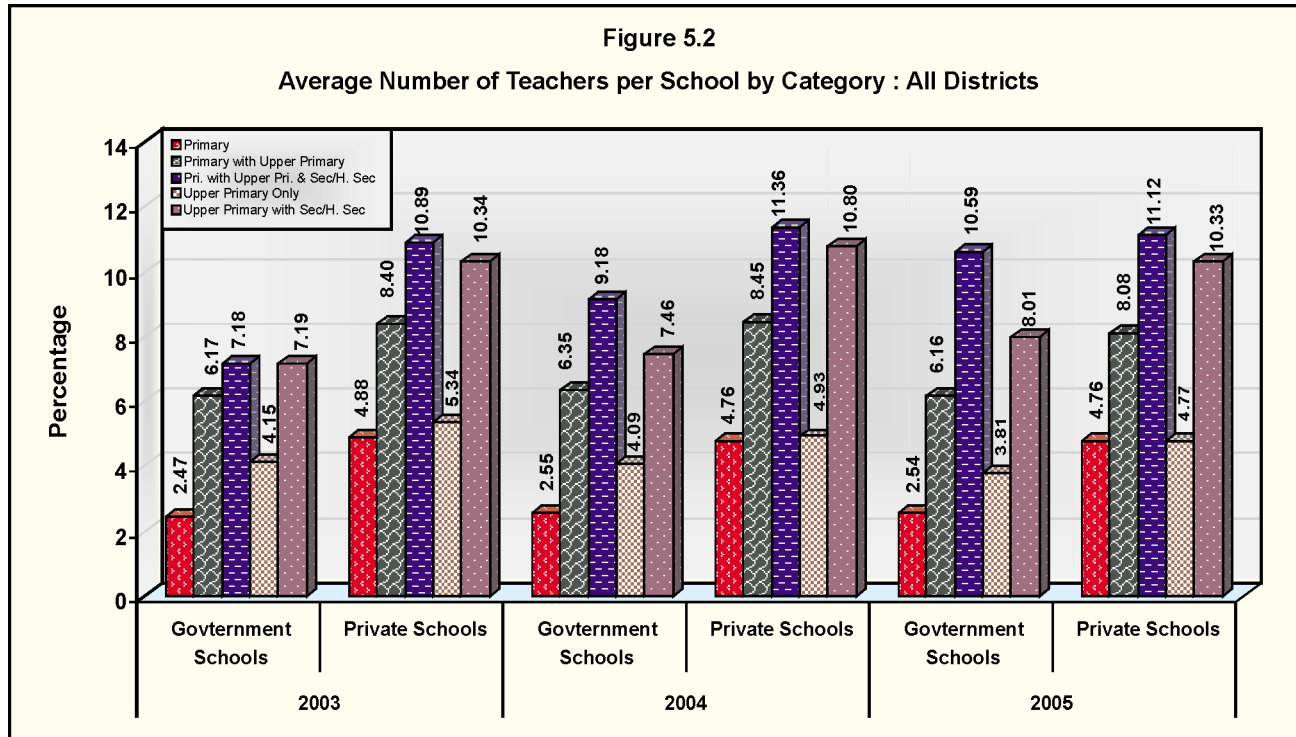
areas and the difference is significant. Further, it is noticed that the average number of teachers in Government schools (3.47 teachers) is more than

school types. Amongst the states, Delhi has the highest average number of teachers (15.21) and Chhattisgarh, the lowest average (2.71). Kerala with



10 teachers and Chandigarh with 25 teachers too has a very high average number of teachers compared to 3.10 teachers in Bihar and 4.96 in Tamil

In the scheme of Operation Blackboard initiated in 1987, one of the provisions was to provide at least two teachers to each Primary school. Like teachers



Nadu. All the states in the north-eastern region have adequate number of teachers in its schools. States such as Andhra Pradesh (5.03), Gujarat (5.26), Maharashtra (5.89), Mizoram (5.36), Nagaland (7.77), Pondicherry (8.26), and Sikkim (6.90) have on an average more than 5 teachers, while Tamil Nadu reported an average of 4.96 and West Bengal, 4.02 teachers in schools that impart Elementary education.

The average number of teachers by school category reveals that the highest number of teachers per school is observed in case of integrated Higher Secondary schools (10.92) followed by Upper Primary attached to Secondary and Higher Secondary schools (8.96), independent Elementary (6.60) and Upper Primary (3.99) schools. However, the same is noticed the lowest in case of Primary schools (2.74 teachers).

in other school types, average number of teachers also has shown an increasing trend during the period from 2004 to 2005. Primary schools have had an average of 2.74 teachers in 2005 against 2.72 teachers per school in 2004. Schools located in rural areas had an average of 2.56 teachers compared to 4.63 teachers in schools located in the urban areas. All Primary schools managed by Government had an average of 2.54 teachers per school compared to 4.76 teachers in Private managed schools. Improvement in average number of teachers in Primary schools may be attributed to SSA initiatives.

“All Primary schools managed by Government had an average of 2.54 teachers per school compared to 4.76 teachers in Private managed schools”

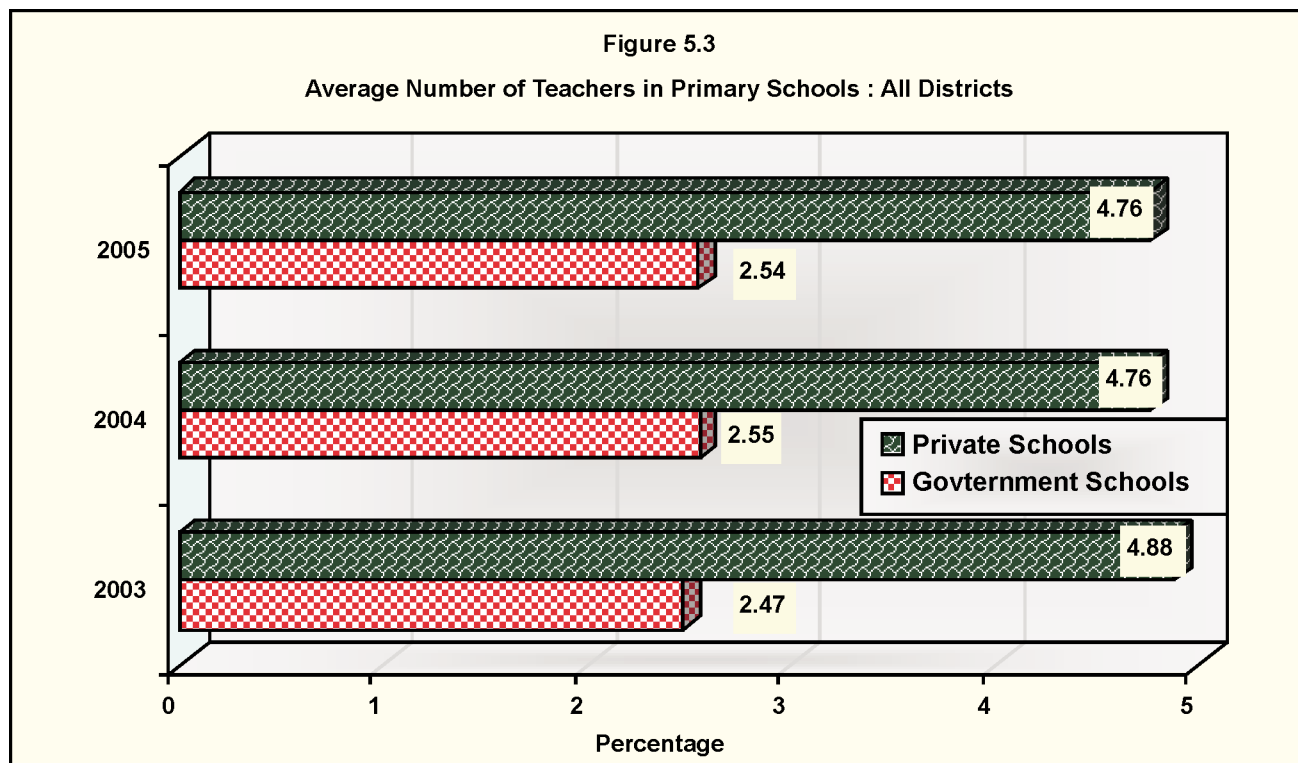
The disparity noticed in rural and urban areas and also in Government and Private managed schools is also true for all other school types. Except Arunachal Pradesh (1.95), all other states have an average of more than 2 teachers per school in their Primary schools. It is in sharp contrast to



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Kerala where the average per school is as high as 6.37 teachers at this level of schools compared to 9.89 in Chandigarh and 9.85 teachers in Delhi. This

Primary schools has been lower than the national average of 2.74 teachers. In the states of Arunachal Pradesh (1.83), Bihar (2.38 teachers), Chhattisgarh



is true both for rural and urban areas. In Jharkhand, the average number of Primary teachers improved from 1.89 in 2004 to 2.18 in 2005. All Primary schools in Bihar have had an average of 2.38 teachers. The average is as high as 5.48 in Nagaland, 5.46 in Pondicherry, 5.46 in Sikkim and 3.91 in Tripura. West Bengal also reported an average of more than 3 teachers in its Primary schools.

(2.15), Jharkhand (2.18), Karnataka (2.05), Rajasthan (2.03) and Uttaranchal (2.02), the average number of teachers is even lower than 2.74. Except Arunachal Pradesh (1.83) and Meghalaya (2.39), all other states from the north-eastern region have higher number of teachers in their Primary schools than the national average. The private-managed Primary schools in all the states have had more than two teachers. The same has been significantly high in Rajasthan which has 3.78 teachers in every private-managed Primary school. The average number of teachers in Primary schools in Tripura is high at 7.03

The analysis further reveals that, irrespective of the school type and state, private-managed schools have better average number of teachers per school than government-managed schools. Compared to 2.54 teachers in government-managed Primary schools, the corresponding number in private-managed schools has been as high as 4.76 teachers. Even in a few states, the average number of teachers in government-managed

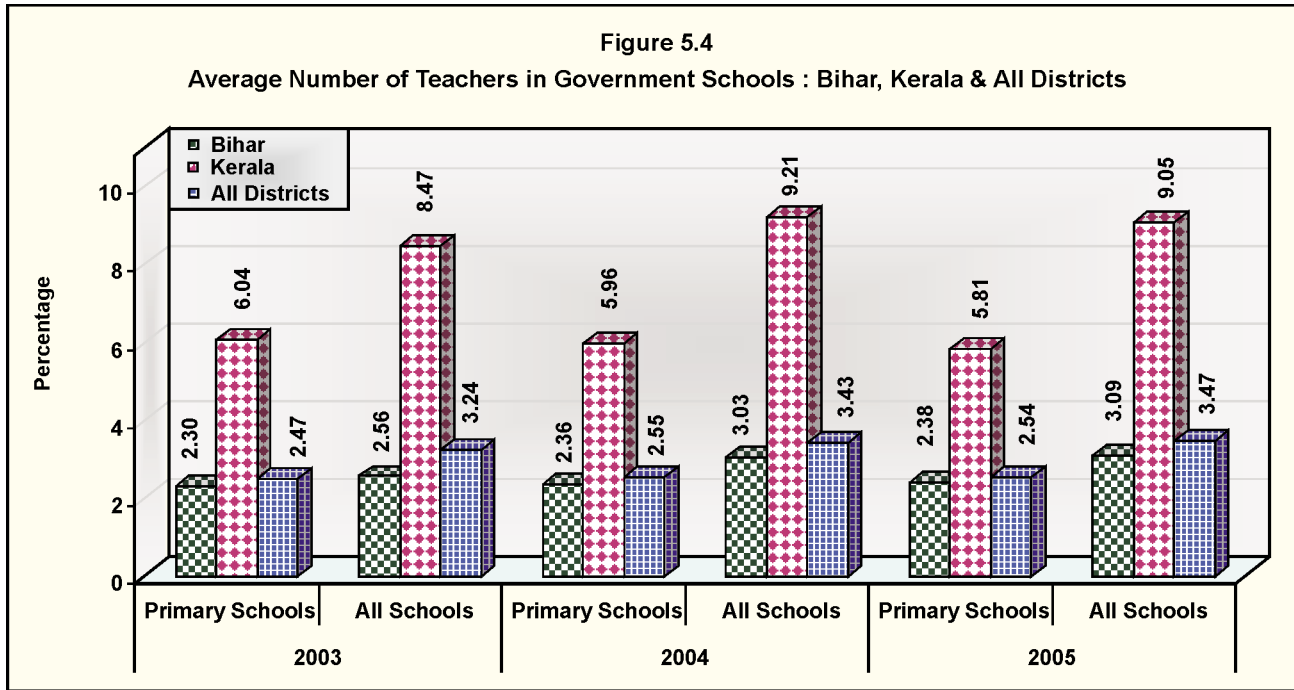
“Irrespective of school type and state, private-managed schools have better average number of teachers per school than government-managed schools”

which is the highest among all the states that reported DISE data in 2005. Kerala too has an average of 6.76 teachers in its private-managed Primary schools compared to 6.29 in Delhi and 9.17 in Chandigarh U.T. Maharashtra also reported an average of almost 7 teachers in its Primary



schools. Arunachal Pradesh which reported a low average of 1.95 teachers has had an average of

cent (51.26 per cent in 2004) in case of Private managements the corresponding percentage in case



6.66 teachers in case of its Private-managed Primary schools compared to only 1.83 per cent such schools under Government-managed schools.

Female Teachers

One of the other provisions of the Operation Blackboard scheme was to ensure that one of the teachers appointed would preferably be female. Over a period of time, the percentage of female teachers across school types has increased. There are about 128 districts across 29 States & UTs that have more than 50 per cent female teachers. All schools together had 39.78 per cent (against 38.18 per cent in 2004) female teachers in 2005. Urban areas (64.75 per cent in 2005 against 64.40 per cent in 2004) have higher percentage of female teachers than rural areas (33.12 per cent in 2005 compared to 31.61 per cent in 2004) which is true for all school types. Irrespective of school types, a significant difference is also noticed in case of female teachers in schools managed by Private and Government managements. Compared to 47.97 per

of Government schools has been at 34.56 per cent (34.20 per cent in 2004) (Tables E5 and E6).

Above 87 per cent teachers in Private management schools in Chandigarh and 82 per cent in Delhi are only females compared to 69.15 per cent in Gujarat, 65.42 per cent in Karnataka, 71.17 per cent in Kerala, 61.86 per cent in Sikkim and 79.71 per cent in Tamil Nadu. Chandigarh also has the high percentage of female teachers (78.54 per cent) in case of its government schools. The corresponding percentage in case of Delhi has been 60.22 per cent. Further, it is noticed that percentage of female teachers in government-managed schools (all category teachers) is higher than the same in case of private-managed schools in Assam, Bihar, Maharashtra and Uttar Pradesh. However, the percentage of female teachers in government-managed schools in Bihar has been as low as 18.62 per cent compared to 25.82 per cent in West Bengal and 23.69 per cent in Rajasthan. On the other hand, in a few states, the percentage of female teachers in government-managed schools is

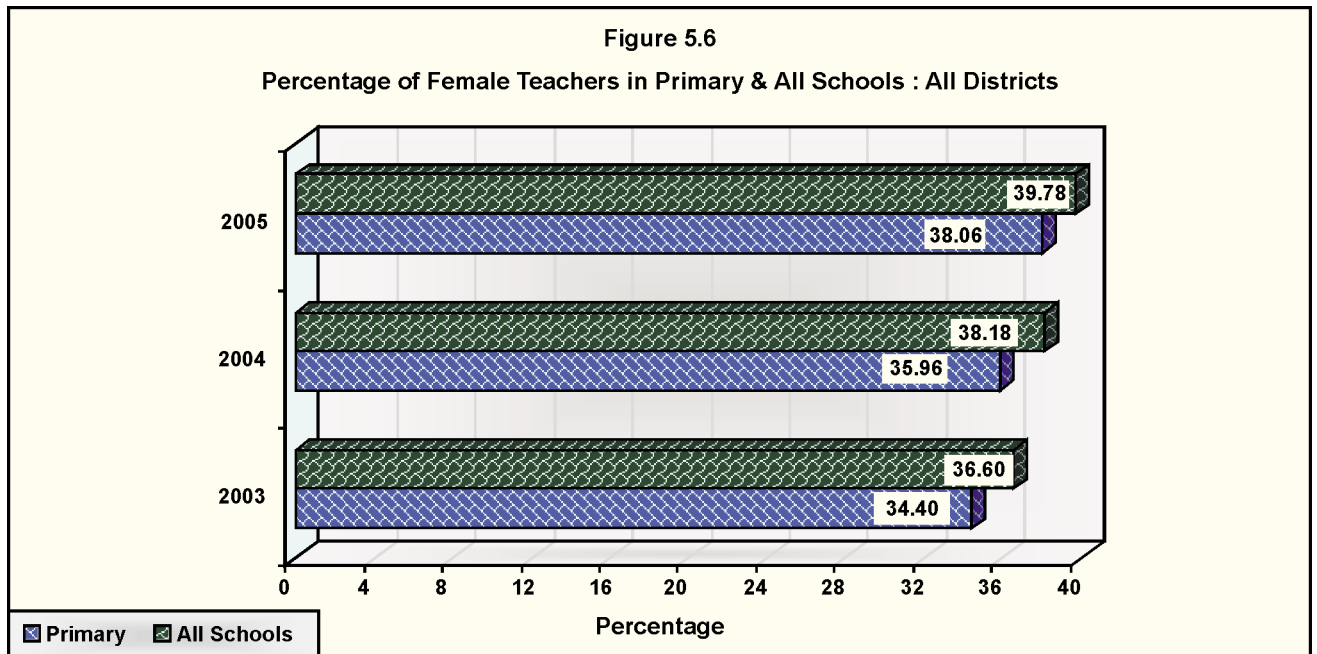
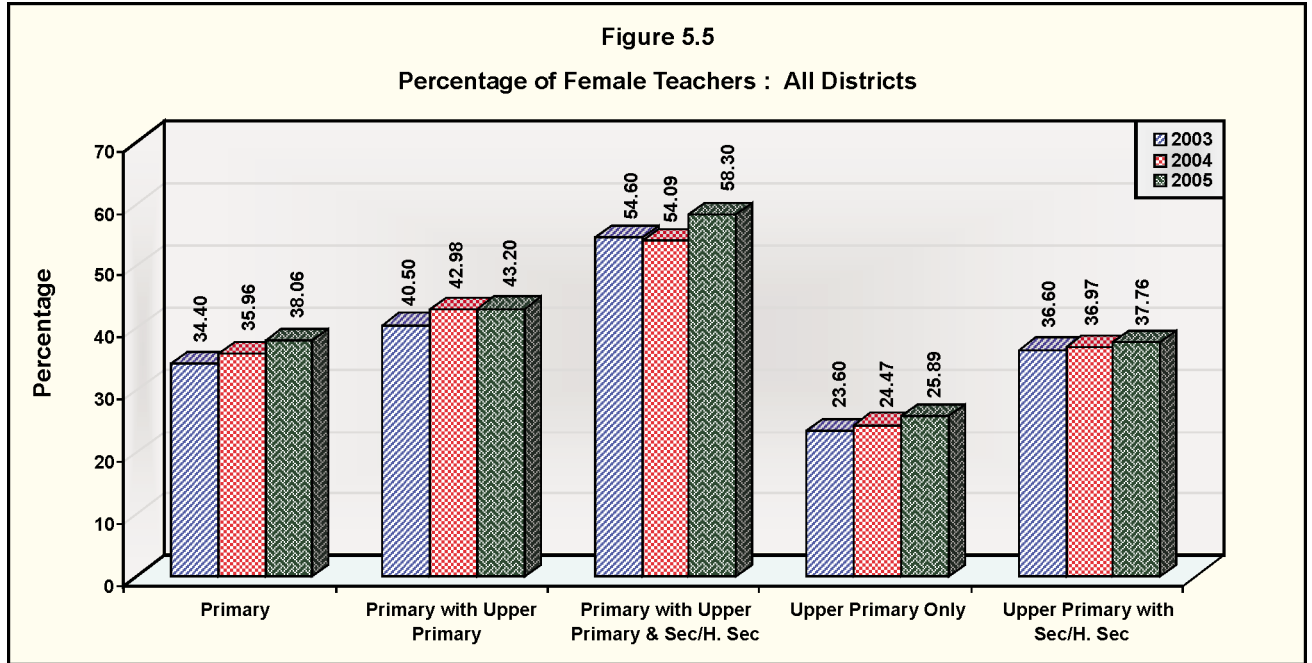
“There are about 128 districts across 29 States & UTs that have more than 50 per cent female teachers”



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above 50 per cent of the total teachers. Punjab (52.77 per cent) and Tamil Nadu (64.20 per cent) are such

The percentage of female teachers by school category across 29 States and Union Territories



states. The percentage of such teachers in private-managed schools (Punjab, 68.21 and Tamil Nadu, 79.71 per cent) in these states is much higher than the same in government-managed schools.

reveals that irrespective of the school type, barring integrated Higher Secondary schools, in none of the other school type the percentage of female teachers has been satisfactory. In Higher Secondary schools,

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female teachers outnumber their male counterparts, as their percentage is as high as 58.30. The percentage of female teachers in such schools in

per cent), Rajasthan (26.10 per cent), Uttar Pradesh (35.00 per cent) and West Bengal (35.86 per cent), had a very low percentage of female teachers in this

Table E5
Distribution of Female Teachers by Category: 2003 to 2005

| School Category | All Areas | | | Rural Areas | | | Urban Areas | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 2003 | 2004 | 2005 | 2003 | 2004 | 2005 | 2003 | 2004 | 2005 |
| Primary Only | 34.40 | 35.96 | 38.06 | 29.95 | 30.92 | 32.77 | 64.37 | 66.51 | 68.21 |
| Primary with Upper Primary | 40.50 | 42.98 | 43.20 | 33.85 | 35.75 | 36.35 | 64.43 | 65.97 | 65.79 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 54.60 | 54.09 | 58.30 | 40.78 | 40.39 | 44.25 | 68.39 | 69.32 | 72.21 |
| Upper Primary Only | 23.60 | 24.47 | 25.89 | 20.45 | 21.16 | 22.59 | 49.27 | 48.94 | 50.14 |
| Upper Primary with Secondary/ Hr. Secondary | 36.60 | 36.97 | 37.76 | 28.72 | 28.79 | 30.42 | 55.54 | 55.74 | 53.93 |
| All Schools | 36.60 | 38.18 | 39.78 | 30.53 | 31.61 | 33.12 | 63.18 | 64.40 | 64.75 |

urban areas is as high as 72.21 per cent compared to 44.25 per cent in rural areas. The percentage of female teachers in Higher Secondary schools under

category. On the other hand, in Delhi (83.06 per cent), Tamil Nadu (69.10 per cent), Himachal Pradesh (58.71 per cent), Karnataka (51.70 per cent),

Table E6
Distribution of Female Teachers by Category and Management : 2004 and 2005

| School Category | Percentage | | | | | |
|---|----------------------------|--------------|--------------|-------------------------|--------------|--------------|
| | All Government Managements | | | All Private Managements | | |
| | 2003 | 2004 | 2005 | 2003 | 2004 | 2005 |
| Primary Only | 31.58 | 32.65 | 34.31 | 55.42 | 56.33 | 58.65 |
| Primary with Upper Primary | 36.90 | 39.42 | 39.42 | 50.69 | 53.31 | 52.99 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 43.41 | 42.17 | 46.39 | 60.41 | 60.96 | 64.94 |
| Upper Primary | 21.67 | 23.00 | 24.76 | 33.41 | 29.72 | 29.83 |
| Upper Primary with Secondary & Higher Secondary | 34.07 | 34.69 | 36.70 | 40.65 | 39.75 | 39.10 |
| All Schools | 31.34 | 34.20 | 34.56 | 44.84 | 51.26 | 47.97 |

private-managed schools has been 64.94 compared to 46.39 per cent in schools managed by Government. However, a few states like Arunachal Pradesh (32.41 per cent), Bihar (21.99 per cent), Jharkhand (30.74

Pondicherry (51.87 per cent) and Kerala (68.92 per cent), majority of teachers in integrated Higher Secondary schools are female. North-Eastern states of Meghalaya (61.70 per cent) and Mizoram (53.13



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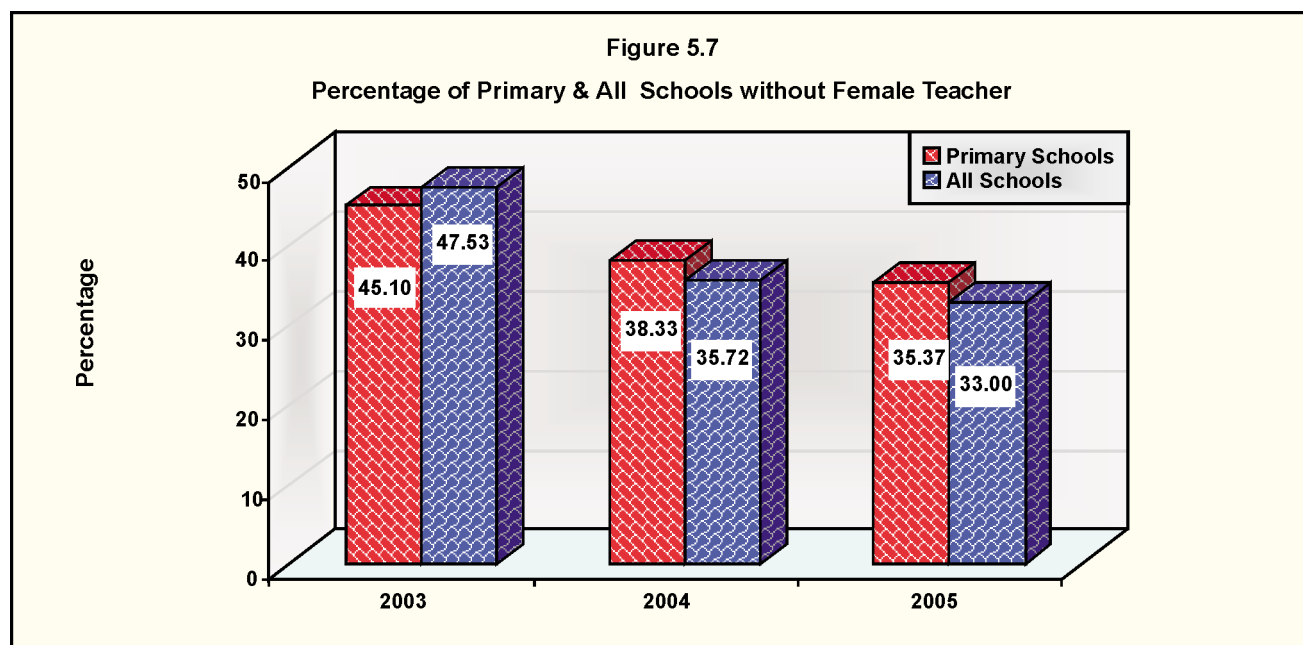
per cent) also have high percentage of female teachers in such schools. However, it is Chandigarh with the highest percentage of 91.91 Higher Secondary schools having female teachers.

So far as Primary schools are concerned, more than one out of every three teachers is a female (38.06 per cent). In states like Kerala (73.88 per cent) and Tamil Nadu (72.59 per cent), majority of Primary school teachers are female. Chandigarh (81.32 per cent), Delhi (67.93 per cent), Punjab (65.42 per cent), Pondicherry (57.64 per cent), Uttaranchal (56.55 per cent) and Meghalaya (51.20 per cent) too have a high percentage of female teachers in its Primary schools. On the other hand, in states such as Arunachal Pradesh (28.42 per cent), Bihar (18.83 per cent), Chhattisgarh (25.25 per cent), Jharkhand (26.14 per cent), Madhya Pradesh (28.73 per cent), Rajasthan (25.94 per cent), Uttar Pradesh (31.38 per cent) and West Bengal (24.99 per cent), female teachers are in minority and their number is much lower than their counterpart male teachers.

few states such as Delhi (52.57 per cent), Gujarat (54.40 per cent), Karnataka (51.94 per cent), Kerala (69.23 per cent), Pondicherry (66.67 per cent) and Tamil Nadu (56.22 per cent) have more female teachers in such schools than male teachers. Punjab too has a high percentage (49.07) of female teachers in this school category. In Upper Primary attached to Secondary & Higher Secondary schools, the percentage of female teachers has been about 38. Gujarat (54.15 per cent), Karnataka (53.49 per cent), Kerala (73.90 per cent), Tamil Nadu (62.57 per cent), Chandigarh (74.14 per cent) and Sikkim (56.36 per cent) had a very high percentage of female teachers in this category also.

Schools Without Female Teachers

In addition to the percentage of female teachers presented above, percentage of schools with no female teacher has also been analysed. Schools having two and more teachers are considered in the analysis.



In Elementary schools, the percentage of female teachers has been a bit higher than the same in the Primary schools (43.20 per cent). On the other hand, the percentage of female teachers in independent Upper Primary schools has been only 25.89 but a

As many as 33.00 per cent schools (342 thousand all categories schools), that impart elementary education, did not have any female teacher in 2005 compared to 35.72 per cent in the previous year 2004. The percentage of such schools in urban areas



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has been low at 11.29 (12.91 per cent in 2004) compared to 35.72 (39.17 per cent in 2004) schools

managed by Government (34.79 per cent) and Private managements (22.93 per cent) (Table E7).

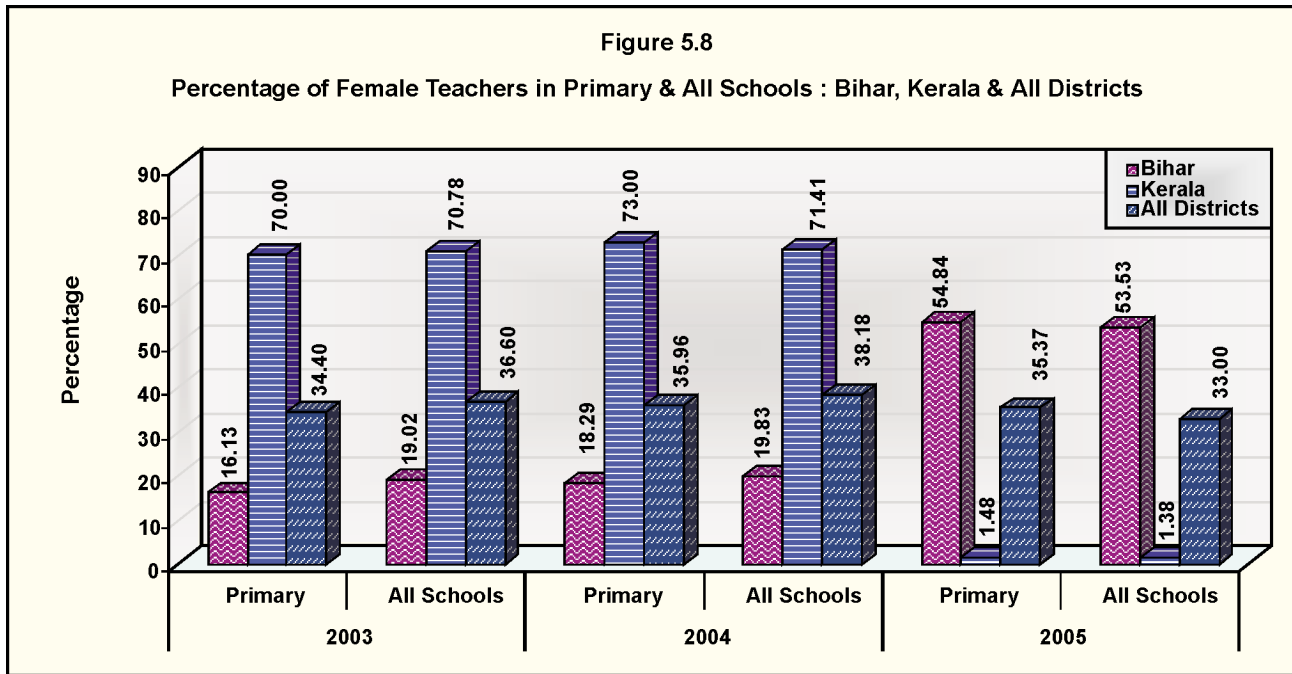


Table E7

Schools Without Female Teachers by Category: 2005

| School Category | Percentage | | | | |
|---|---------------|---------------|---------------|----------------------------|-------------------------|
| | All Areas | Rural Areas | Urban Areas | All Government Managements | All private Managements |
| Primary only | 2003 35.37 | 2004 37.60 | 2005 12.56 | 2003 36.72 | 2004 21.69 |
| Primary with Upper Primary | 24.66 | 28.45 | 7.54 | 26.67 | 17.94 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 18.83 | 26.67 | 7.89 | 25.40 | 15.02 |
| Upper Primary only | 44.05 | 46.45 | 19.03 | 43.64 | 45.86 |
| Upper Primary with Secondary/ Hr. Secondary | 26.08 | 30.46 | 12.83 | 26.57 | 25.39 |
| All Schools (2005) | 33.00 | 36.26 | 11.29 | 34.79 | 22.93 |
| All Schools (2004) | 35.72 | 39.17 | 12.91 | 37.46 | 24.54 |
| All Schools (2003) | 37.52 | 40.93 | 14.57 | 38.91 | 26.99 |

Note: Schools having 2 or more teachers.

in rural areas. More than 87 per cent of schools without female teachers are located in rural areas. A significant difference is also noticed in case of schools

Further, in the case of Primary schools, it is noticed that in as many as 35.37 per cent schools (245 thousand schools), no female teacher has been



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posted. The percentage of schools without female teachers is as high as 54.84 in the state of Bihar, 36.40 in Madhya Pradesh, 39.82 in Chhattisgarh, 38.45 per cent in Jammu and Kashmir, 42.33 in Jharkhand, 65.55 in Tripura and 51.51 in West Bengal. Rajasthan (34.47 per cent) and Uttar Pradesh (37.02 per cent) too have a large number of Primary schools without female teachers. Except Delhi, Kerala, Mizoram, Pondicherry, Punjab, Sikkim, Tamil Nadu and Uttaranchal, in all the other states, Primary schools without female teachers are above 20 per cent. However, percentage of such schools has been only 1.48 in Kerala and 10.44 in Tamil Nadu. Chandigarh did not have any Primary school without female teacher in 2005, which is also true for other school types barring integrated Higher Secondary schools. The percentage in case of integrated Higher Secondary schools has been as low as 0.80 per cent.

So far as independent Upper Primary schools are concerned, in as many as 44.05 per cent schools no female teacher is posted. The percentage of such Upper Primary schools in 2005 has been as high as 59.06 in Bihar, 49.98 per cent in Chhattisgarh, 46.48 per cent in Jharkhand, 41.44 per cent in Madhya Pradesh, 69.43 per cent in Orissa, 45.91 per cent in Rajasthan, 46.97 per cent in Uttar Pradesh and 60.72 in Uttaranchal. It has been the lowest in Kerala (0.60 per cent). Andhra Pradesh, Chandigarh, Pondicherry, Sikkim and Tripura did not report any such school. Only 5.95 per cent Upper Primary schools in Tamil Nadu do not have female teachers. Further, it has been observed that irrespective of the type of school, a large number of schools in the country do not have any female teacher. This is also applicable to Elementary schools (24.66 per cent) and integrated Higher Secondary schools (18.83 per cent). Kerala and Tamil Nadu too have had only few such schools. Majority of teachers, irrespective of the school type, in Kerala and Tamil Nadu are female teachers.

“Rajasthan (34.47 per cent) and Uttar Pradesh (37.02 per cent) have a large number of Primary schools without female teachers”

Pupil-Teacher Ratio

One of the important indicators that influence classroom transaction is the pupil-teacher ratio which is presented by school category (Table E8). Irrespective of school types, an improvement in pupil-teacher ratio has been observed during the period 2004 and 2005. The highest-pupil-teacher ratio is observed to be in the case of Primary schools (42: 1), followed by Elementary schools (36: 1), Upper Primary attached to Secondary & Higher Secondary schools (31: 1), integrated Higher Secondary schools (31:1) and independent Upper Primary schools (31:1). Almost similar picture was observed during the previous year. Further, pupil-teacher ratio in the case of a few states is observed to be higher than the national average which is true for all types of schools. All category schools together had a pupil-teacher ratio of 38 in 2005 compared to 39 in 2004. The corresponding figures in rural and urban areas are 39 and 33 respectively. Government managed schools have a slightly higher pupil-teacher ratio (40) than the same in the Private managed schools (31). All schools together show that Bihar with 78 students per teacher had the highest ratio and Mizoram and Sikkim each with 14, the lowest ratio in 2005. Bihar too has a high pupil-teacher ratio of 54 even in case of schools managed by the Private managements. The corresponding figure in case of Uttar Pradesh has also been high at 58:1 compared to 67:1 in case of West Bengal.

Only 5 out of 29 States and Union Territories have above 40:1 pupil-teacher ratio in Primary schools. The heaviest pupil-teacher ratio in Primary schools is observed to be in Bihar (76: 1), followed by Uttar Pradesh (74: 1), Jharkhand (54: 1) and West Bengal (50: 1). Bihar too has a high ratio both in case of Government (76) and Private managed (78) schools. One can easily imagine the classroom conditions where pupil-teacher ratio is as high as 76: 1. In addition, many schools are single-teacher and single-classroom schools, all of which further

“All schools together show that Bihar with 78 students per teacher had the highest ratio and Mizoram and Sikkim each with 14, the lowest ratio in 2005”

Teacher-Related Indicators

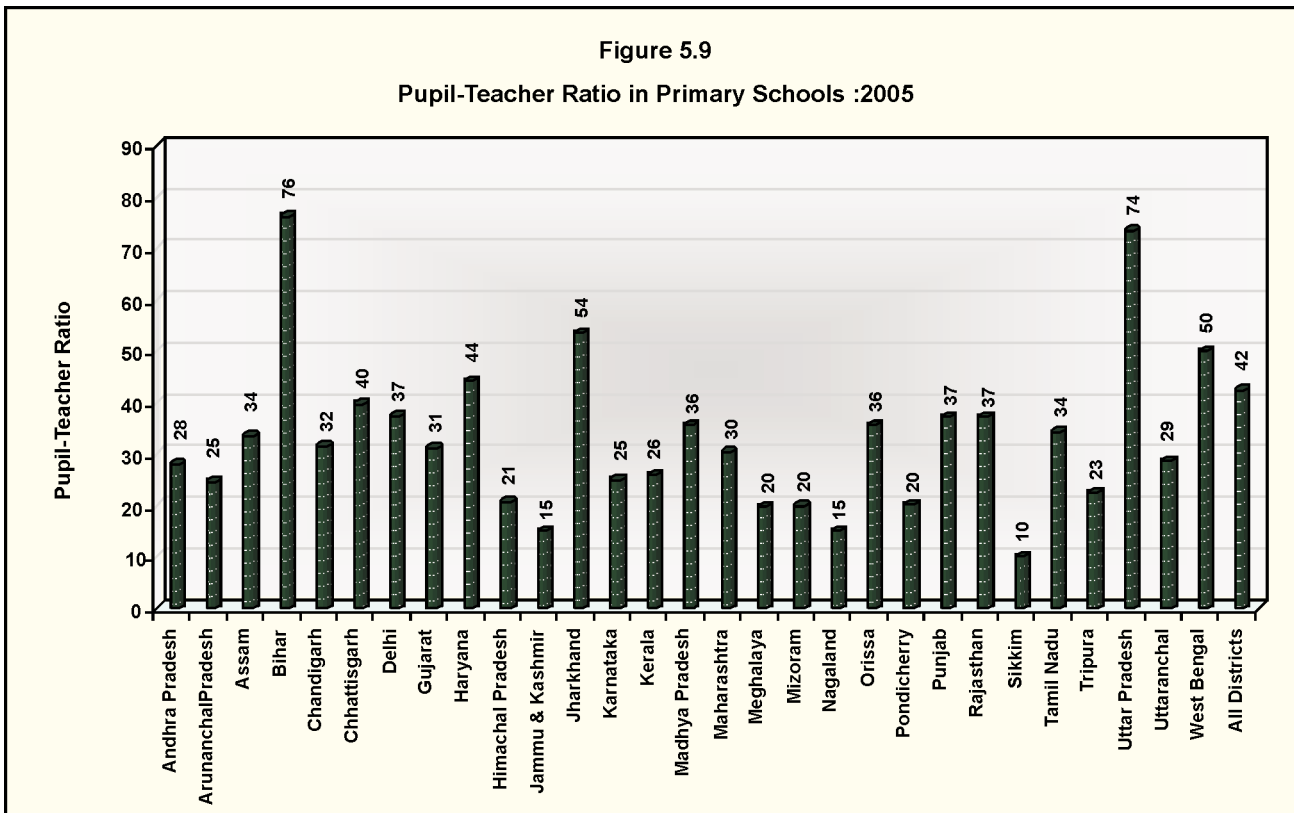
deteriorate the situation within the classroom.

Heavy pupil-teacher ratio is also indirectly reflected when student-classroom ratio is analysed which is

in a Primary school is 45:1, which, in other school types, is lower than that in Primary schools. In Bihar, it is not only student-classroom ratio in Primary schools that is high but pupil-teacher ratio is also

Table E8
Pupil-Teacher Ratio by Category: 2003 to 2005

| School Category | All Areas | | | Rural Areas | | | Urban Areas | | |
|---|-----------|-----------|-----------|-------------|-----------|-----------|-------------|-----------|-----------|
| | 2003 | 2004 | 2005 | 2003 | 2004 | 2005 | 2003 | 2004 | 2005 |
| Primary only | 46 | 44 | 42 | 46 | 44 | 44 | 39 | 40 | 37 |
| Primary with Upper Primary | 38 | 38 | 36 | 39 | 38 | 37 | 35 | 36 | 35 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 33 | 32 | 31 | 32 | 31 | 31 | 35 | 33 | 32 |
| Upper Primary only | 31 | 30 | 31 | 31 | 30 | 32 | 29 | 28 | 29 |
| Upper Primary with Secondary/ Hr. Secondary | 37 | 34 | 31 | 38 | 35 | 33 | 35 | 31 | 28 |
| All Schools | 40 | 39 | 38 | 42 | 40 | 39 | 36 | 36 | 33 |



as heavy as 91 in case of Bihar and 65 in Uttar Pradesh. On an average, the student-classroom ratio

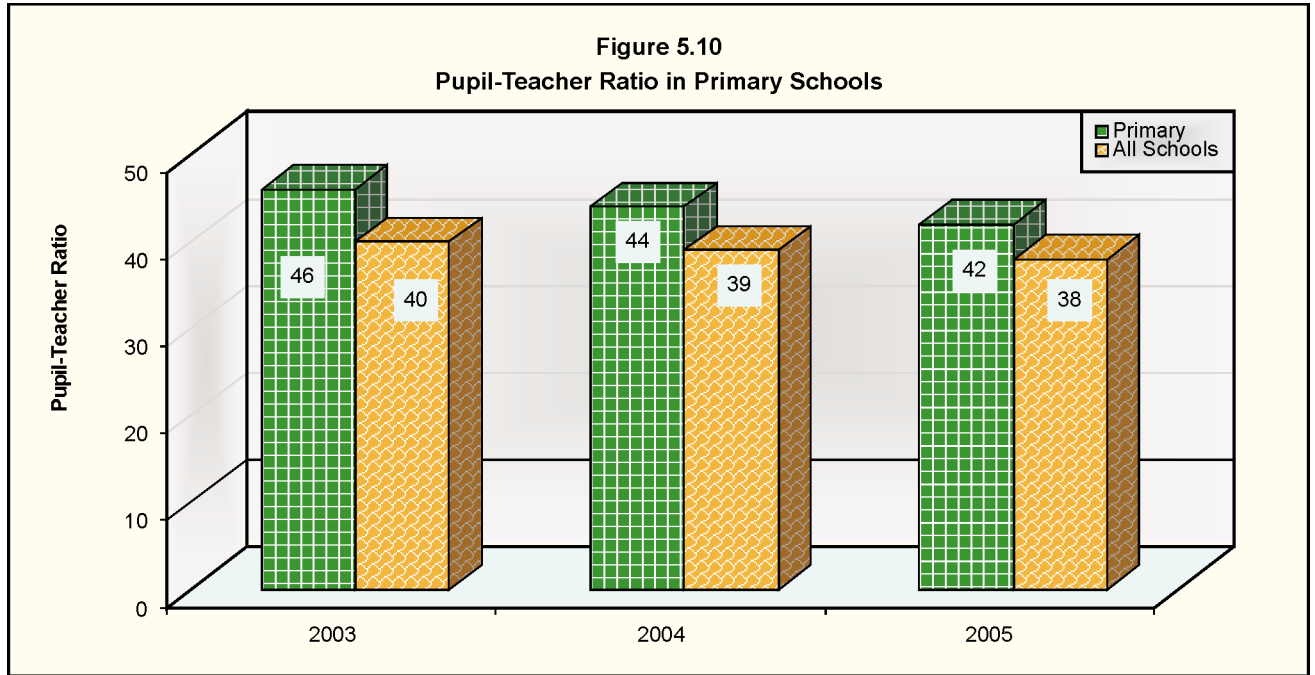
very high in the case of independent Elementary schools (85), Upper Primary schools (68) and Higher



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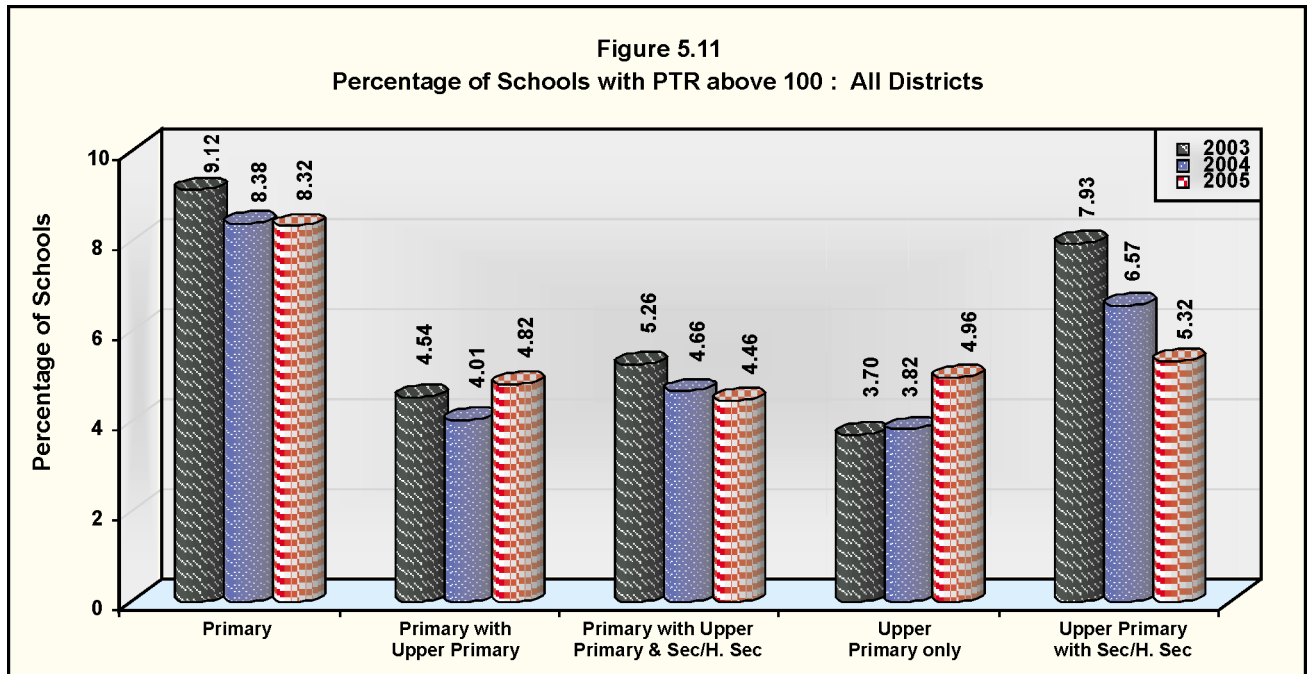
Secondary schools (62). On the other hand, states like Arunachal Pradesh (25: 1), Himachal Pradesh

north-eastern region also have a comfortable pupil-teacher ratio of (25: 1).



(21: 1), Jammu and Kashmir (15: 1), Karnataka (25: 1) and Kerala (26: 1) have almost an ideal pupil-

Comparatively, pupil-teacher ratio in Upper Primary schools (31:1) is better than that in Primary schools.



PART V

teacher ratio. Delhi reported a pupil-teacher ratio of 38: 1 and Pondicherry, 20:1. All the states from the

Bihar has a very high pupil-teacher ratio even in independent Elementary schools (85:1), while

Teacher-Related Indicators

integrated Higher Secondary schools in Bihar have a pupil-teacher ratio of (62:1). In a good number of other states like Assam (20:1), Jammu and

pupil-teacher ratio in Elementary schools has been satisfactory. The same is also true for all north-eastern states.

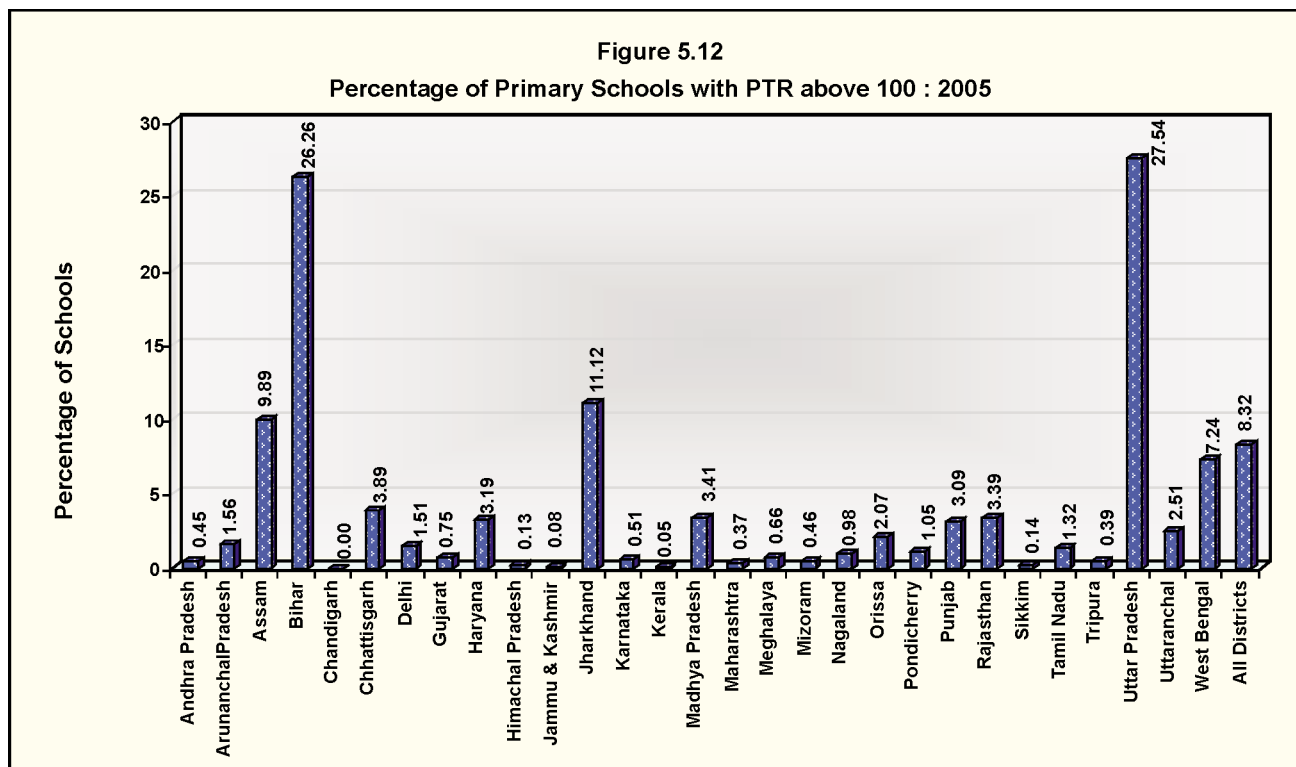


Table E9

Pupil-Teacher Ratio by Category by Management: 2004 and 2005

| School Category | Percentage | | | | | |
|---|----------------------------|------|------|-------------------------|------|------|
| | All Government Managements | | | All Private Managements | | |
| | 2003 | 2004 | 2005 | 2003 | 2004 | 2005 |
| Primary only | 46 | 45 | 44 | 35 | 37 | 35 |
| Primary with Upper Primary | 40 | 39 | 39 | 32 | 33 | 31 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 34 | 33 | 29 | 33 | 31 | 31 |
| Upper Primary only | 30 | 29 | 30 | 34 | 34 | 35 |
| Upper Primary with Secondary & Higher Secondary | 40 | 35 | 30 | 33 | 32 | 28 |
| All Schools | 43 | 41 | 40 | 33 | 34 | 31 |

Kashmir (20: 1), Himachal Pradesh (15: 1), Pondicherry (24: 1) and Uttaranchal (26: 1), the

The analysis of pupil-teacher ratio reveals that in the case of a large number of schools, it is above



per cent Primary schools in Uttar Pradesh have a PTR of 100 and above, compared to only 0.05 per cent schools in Kerala. Bihar and Jharkhand too have a large number of such schools. Himachal and all the states from the north-eastern region have negligible number of such schools.

Age Profile and Types of Teachers

The distribution of teachers in different age groups and types of teachers by school category has also been presented. Below 18, 18-25, 26-35, 36-45, 46-55 and above 55 years are the age groups in which the percentages of male and female teachers are presented.

difference is noticed in rural areas also. Further, it has been noticed that the percentage of teachers in the age group 18-25 years across school types has been very low. Teachers in this age group are treated as the young teachers. The low percentage of young teachers may be because of the teachers' recruitment which has not taken place in many states (barring a few states) in the recent past. A large number of regular posts of teachers has been lying vacant across the country while fresh recruitments have taken place in a few states. A few states have discontinued recruitment of regular teachers and have appointed a number of *para*-teachers.

Further, it is observed that percentage of male

Table E12
Age Profile of Male Teachers by School Category: 2005

| School Category | Percentage of Teachers | | | | | | |
|---|------------------------|-------------|--------------|--------------|--------------|----------------|-------------|
| | Below 18 Years | 18-25 Years | 26-35 Years | 36- 45 Years | 46-55 Years | Above 55 Years | No Response |
| Primary only | 0.05 | 6.75 | 29.24 | 25.15 | 20.21 | 11.49 | 7.12 |
| Primary with Upper Primary | 0.06 | 8.80 | 31.94 | 27.61 | 19.31 | 7.17 | 5.12 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 0.04 | 7.83 | 33.06 | 27.26 | 16.50 | 6.11 | 9.21 |
| Upper Primary only | 0.02 | 2.79 | 18.93 | 27.50 | 27.98 | 15.22 | 7.56 |
| Upper Primary with Secondary/ Hr. Secondary | 0.03 | 4.45 | 26.11 | 30.72 | 23.92 | 8.99 | 5.79 |
| All Schools (2005) | 0.05 | 6.73 | 28.91 | 26.80 | 20.90 | 10.09 | 6.53 |
| All Schools (2004) | 0.03 | 4.60 | 26.63 | 26.23 | 21.73 | 12.50 | 8.29 |
| All Schools (2003) | 0.02 | 3.18 | 25.48 | 26.52 | 22.16 | 15.73 | 6.92 |

Note: Totals may not add to hundred because of missing values and rounding of figures

The average of 581 districts suggests that majority of teachers in Primary schools are between the age group of 26-45 years which is also true for other types of schools. A few teachers across school types were found to be below 18 years of age and that is true both for male and female teachers. No significant

“Average of 581 districts suggests that majority of teachers in Primary schools are between age group of 26-45 years which is also true for other types of schools”

and female teachers in the age group of 55 years and above has been 12.50 in case of male teachers and 7.06 for female teachers (Tables E12 & E13). All these teachers are expected to retire in the next 2-3 years. In view of there being a large number of teachers (4.17 million), the number of retiring teachers is as high as 334 thousand



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which is about 8.01 per cent of the total number of teachers. Further, it is observed that 78 per cent of the total retiring teachers will be in rural areas. The

timely recruitment of teachers. A few states can expect quantum jump in *para*-teachers in the years that follow. About 31 per cent teachers' positions (all

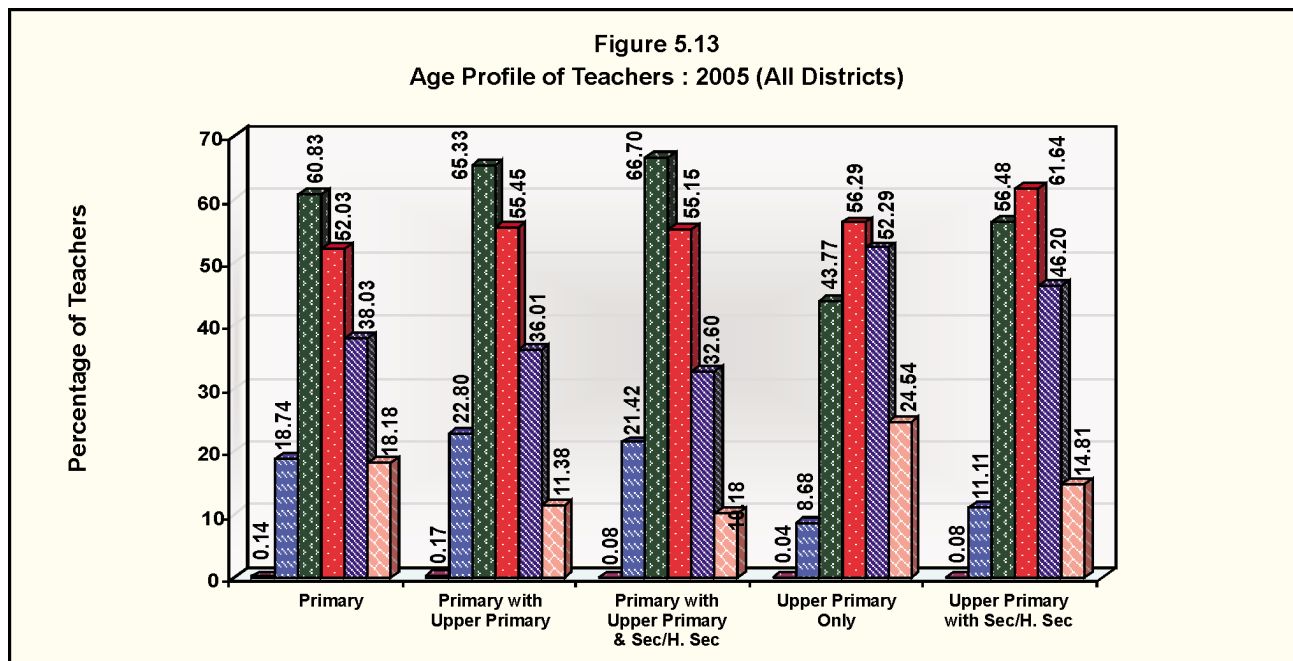


Table E13
Age Profile of Female Teachers by School Category: 2005

| School Category | Percentage of Teachers | | | | | | No Response |
|---|------------------------|-------------|--------------|--------------|--------------|----------------|-------------|
| | Below 18 Years | 18-25 Years | 26-35 Years | 36-45 Years | 46-55 Years | Above 55 Years | |
| Primary only | 0.09 | 11.99 | 31.59 | 26.88 | 17.82 | 6.69 | 4.93 |
| Primary with Upper Primary | 0.11 | 14.00 | 33.39 | 27.84 | 16.70 | 4.21 | 3.76 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 0.04 | 13.59 | 33.64 | 27.89 | 16.10 | 4.07 | 4.68 |
| Upper Primary only | 0.02 | 5.89 | 24.84 | 28.79 | 24.31 | 9.32 | 6.83 |
| Upper Primary with Secondary/ Hr. Secondary | 0.05 | 6.66 | 30.37 | 30.92 | 22.28 | 5.82 | 3.90 |
| All Schools (2005) | 0.08 | 0.03 | 31.89 | 27.80 | 18.11 | 5.71 | 4.52 |
| All Schools (2004) | 0.03 | 0.03 | 30.77 | 28.43 | 19.02 | 7.06 | 6.16 |
| All Schools (2003) | 0.02 | 0.01 | 29.96 | 29.30 | 19.45 | 8.95 | 6.06 |

Note: Totals may not add to hundred because of missing values and rounding of figures.

states should, therefore, undertake a thorough analysis of data on teachers and initiate steps for

category teachers) in Bihar and 16 per cent in Jharkhand await to be filled up. Himachal Pradesh



too has about 19 per cent vacant posts. Even Delhi reported about 5 per cent such vacancies and in Chandigarh, the percentage of teachers in position has been as high as 100 per cent. Further, it is observed that the percentage of teachers in position in Primary schools in most of the states has been above 90 per cent. The percentage has been comparatively low in a few states such as Andhra Pradesh (88.81 per cent), Bihar (73.52 per cent), Chhattisgarh (75.66 per cent), Himachal Pradesh (76.27 per cent) and Punjab (78.57 per cent). Rajasthan reported about 8 per cent teachers' positions in Primary schools as vacant. A few other types of schools also reported a low percentage of teachers in position than the sanctioned positions.

“About 31 per cent teachers' positions in Bihar and 16 per cent in Jharkhand await to be filled up”

Teacher are the other two categories under which a large number of teachers fall which is true for all types of schools.

Qualifications of Teachers

Both educational as well as professional qualifications of teachers across school types have been presented. Irrespective of the type of school, qualification of a good number of teachers is below Secondary level. This is also applicable even to integrated Higher Secondary schools and Upper Primary attached to Secondary & Higher Secondary schools.

The distribution of all category teachers by educational qualification reveals that a little less than

Table E14
Academic Qualifications of All Category (Regular) Teachers by Sex: 2004

| Qualification | Percentage | | | | | | |
|--------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | All Areas | | | Rural Areas | | Urban Areas | |
| | Male | Female | Total | Male | Female | Male | Female |
| Below Secondary | 3.28 | 3.67 | 3.43 | 3.4 | 4.08 | 2.38 | 2.89 |
| Secondary | 22.85 | 26.66 | 24.32 | 23.37 | 27.63 | 19.19 | 25.01 |
| Higher Secondary | 23.28 | 23.05 | 23.19 | 24.03 | 25.34 | 17.92 | 18.91 |
| Up to Higher Secondary | 49.41 | 53.38 | 50.94 | 50.8 | 57.05 | 39.49 | 46.81 |
| Graduate | 30.65 | 28.63 | 29.88 | 30.11 | 26.77 | 34.5 | 31.98 |
| Post Graduate | 14.28 | 13.43 | 13.95 | 13.84 | 12.39 | 17.36 | 15.29 |
| Graduate & Post Graduates | 45.14 | 42.3 | 44.05 | 44.13 | 39.35 | 52.23 | 47.6 |
| M.Phil / Ph.D | 0.21 | 0.24 | 0.22 | 0.18 | 0.19 | 0.37 | 0.33 |
| Others | 0.19 | 0.23 | 0.21 | 0.18 | 0.2 | 0.3 | 0.26 |
| No Response | 5.26 | 4.09 | 4.81 | 4.89 | 3.4 | 7.98 | 5.33 |

Note: Totals may not add to hundred because of missing values and rounding of figures

Further, teachers' profile by type of teacher and school category suggests that majority of the teachers are designated as Teacher which is also true for all type of schools. Language teachers are noticed in all type of schools. Head Teacher and Acting Head

half of the male (46.62 per cent), and 49.04 per cent female teachers are Higher Secondary and below (Tables E14 and E15). Altogether 47.59 per cent (all categories) teachers who impart elementary education are only Higher Secondary and below. A few of



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them are even below Secondary level (3.26 per cent). The percentage of teachers upto Higher Secondary level is higher in rural areas (Total 50.42 per cent; male 48.58 per cent; and female 54.13 per cent) than the same in urban areas (Total 38.03 per cent; male 34.09 per cent; and female 40.17 per cent). On the other hand,

“Percentage of teachers upto Higher Secondary level is higher in rural areas than the same in urban areas”

56.88 per cent, male 57.41 per cent, and female 56.06 per cent). About 4.27 per cent male and 5.24 per cent female teachers are below Secondary and another 25.56 per cent male and 25.33 per cent female teachers have completed Secondary level of education. Not much difference is noticed in percentage of teachers below

Table E15
Academic Qualifications of All Category (Regular) Teachers by Sex: 2005

| Qualification | Percentage | | | | | | | | |
|--------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | All Areas | | | Rural Areas | | | Urban Areas | | |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Below Secondary | 3.02 | 3.63 | 3.26 | 3.17 | 4.09 | 3.47 | 2.07 | 2.81 | 2.55 |
| Secondary | 20.73 | 23.12 | 21.69 | 21.63 | 25.1 | 22.78 | 15.06 | 19.7 | 18.07 |
| Higher Secondary | 22.87 | 22.29 | 22.64 | 23.78 | 24.94 | 24.17 | 16.96 | 17.66 | 17.41 |
| Up to Higher Secondary | 46.62 | 49.04 | 47.59 | 48.58 | 54.13 | 50.42 | 34.09 | 40.17 | 38.03 |
| Graduate | 33.43 | 31.79 | 32.77 | 32.45 | 28.89 | 31.27 | 39.6 | 36.85 | 37.81 |
| Post Graduate | 15.93 | 15.79 | 15.87 | 15.19 | 13.97 | 14.78 | 20.66 | 18.98 | 19.57 |
| Graduate & Post Graduates | 49.36 | 47.58 | 48.64 | 47.64 | 42.86 | 46.05 | 60.26 | 55.83 | 57.38 |
| M.Phil/Ph.D | 0.24 | 0.29 | 0.26 | 0.21 | 0.24 | 0.22 | 0.44 | 0.40 | 0.41 |
| Others | 0.18 | 0.23 | 0.20 | 0.17 | 0.20 | 0.18 | 0.29 | 0.28 | 0.29 |
| No Response | 3.59 | 2.85 | 3.29 | 3.39 | 2.57 | 3.12 | 4.93 | 3.33 | 3.89 |

Note: Totals may not add to hundred because of missing values and rounding of figures

about 49 per cent male and 48 per cent female teachers are Graduates and above. Urban areas have more Graduates and above teachers than the same in rural areas. Only 42.86 per cent female teachers are Graduates and above in rural areas, compared to 55.83 per cent in urban areas. Irrespective of the school type, a few teachers have even M. Phil and Ph. D degrees (Total 0.26 per cent; male 0.24 per cent; and female 0.29 per cent).

The distribution of Primary school teachers in position by qualifications reveals that majority of the teachers are Higher Secondary and below (total

Secondary in rural and urban areas but the same is not true in case of teachers having Graduate and Post Graduate degrees. Only 26.88 per cent of the total Primary school male teachers are Graduates against 27.90 per cent such female teachers. Another 12 per cent male and 13.19 per cent female teachers are Post-Graduates. A few of them have even M.

“Only 26.88 per cent of the total Primary school male teachers are Graduates against 27.90 per cent such female teachers”

Phil and Ph. D degrees. More than 47 per cent Primary school teachers in urban areas have Graduate and Post Graduate degrees against about 38 per cent in rural areas.

Further, the state-specific distribution of teachers by academic



Teacher-Related Indicators

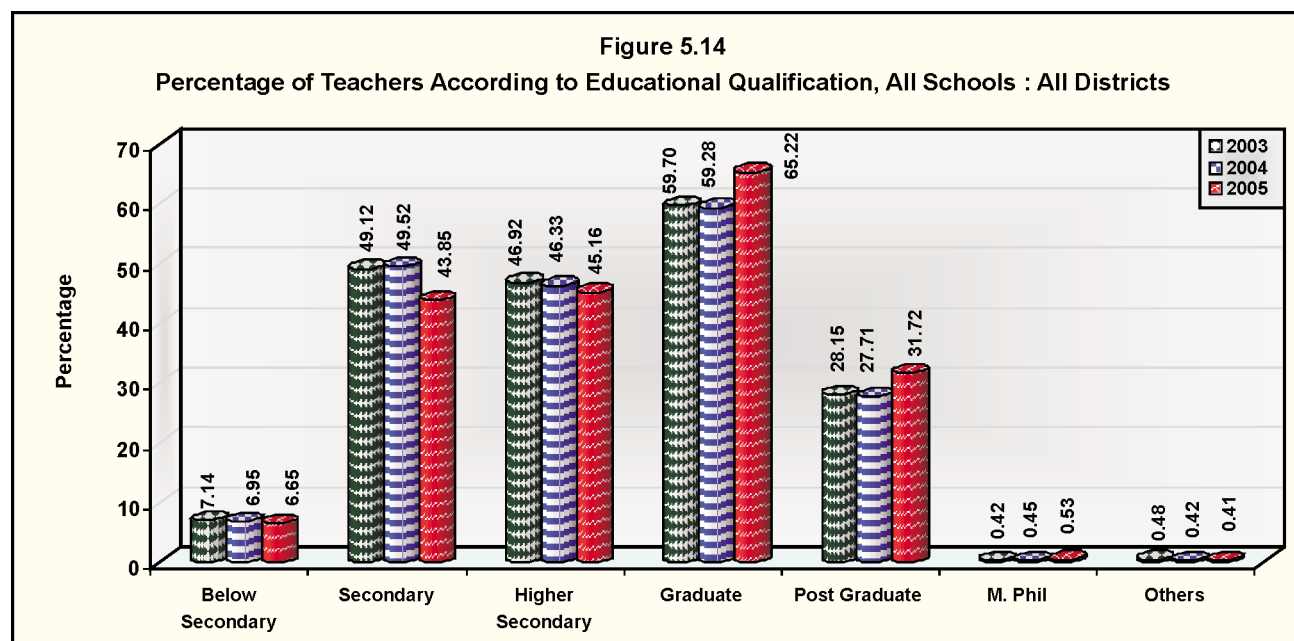
qualifications reveals that a few states have a significant number of teachers below Secondary level. Assam (males 9.72; and females 10.62 per cent),

Pradesh (males 14.98; and females, 14.79 per cent), Meghalaya (males 18.85; and females, 19.59 per cent), Mizoram (males 31.20; and females 38.62 per

Table E16
Academic Qualification of Primary School (Regular) Teachers: 2005

| Qualification | Percentage | | | | | | | | |
|--------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | All Areas | | | Rural Areas | | | Urban Areas | | |
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Below Secondary | 4.27 | 5.24 | 4.64 | 4.35 | 5.65 | 4.78 | 3.38 | 4.22 | 3.96 |
| Secondary | 25.56 | 25.33 | 25.47 | 26.08 | 26.44 | 26.2 | 20.05 | 22.65 | 21.83 |
| Higher Secondary | 27.58 | 25.49 | 26.77 | 27.88 | 26.8 | 27.53 | 24.32 | 22.29 | 22.93 |
| Up to Higher Secondary | 57.41 | 56.06 | 56.88 | 58.31 | 58.89 | 58.51 | 47.75 | 49.16 | 48.72 |
| Graduate | 26.88 | 27.9 | 27.28 | 26.34 | 25.73 | 26.14 | 32.57 | 33.15 | 32.96 |
| Post Graduate | 12.02 | 13.19 | 12.48 | 11.78 | 12.7 | 12.08 | 14.69 | 14.41 | 14.50 |
| Graduate & Post Graduates | 38.90 | 41.09 | 39.76 | 38.12 | 38.43 | 38.22 | 47.26 | 47.56 | 47.46 |
| M.Phil/Ph.D | 0.16 | 0.18 | 0.17 | 0.15 | 0.17 | 0.15 | 0.25 | 0.22 | 0.23 |
| Others | 0.11 | 0.14 | 0.12 | 0.10 | 0.12 | 0.11 | 0.18 | 0.19 | 0.19 |
| No Response | 3.42 | 2.53 | 3.08 | 3.32 | 2.39 | 3.02 | 4.56 | 2.86 | 3.40 |

Note: Totals may not add to hundred because of missing values and rounding of figures



Chandigarh (males 13.73 per cent), Haryana (males 11.19; and females, 15.87 per cent), Himachal

cent), Nagaland (males 23.64; and females 16.73 per cent), Punjab (males 18.11; and females 25.10



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per cent) and Tripura (males 33.56; and females 30.83 per cent) are such states.

Majority of teachers in Assam (males 60.29 per cent and females 60.09 per cent), Gujarat (males 55.37; and females 53.54 per cent), Karnataka (males

“Majority of Primary school teachers in Uttaranchal and Rajasthan are Graduates and above compared to about 46 per cent male and 38 per cent female Primary school teachers in Bihar being Graduates and above”

are Graduates and above compared to about 46 per cent male and 38 per cent female Primary school teachers in Bihar being Graduates and above. Jharkhand too has about 44 per cent Post-Graduate female Primary school teachers. Both

Table E17

Professional Qualifications of All Category Teachers (Regular): 2005

| Professional Qualification | All Areas | | | Rural Areas | | | Urban Areas | | |
|----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| J.B.T or Equivalent | 23.81 | 20.84 | 22.62 | 25.37 | 24.63 | 25.12 | 14.04 | 14.29 | 14.21 |
| S.B.T or Equivalent | 23.93 | 32.30 | 27.29 | 24.12 | 33.87 | 27.34 | 22.56 | 29.49 | 27.06 |
| B.Ed or Equivalent | 28.95 | 26.27 | 27.87 | 27.70 | 22.54 | 26.00 | 36.76 | 32.80 | 34.19 |
| M.Ed or Equivalent | 1.90 | 1.94 | 1.92 | 1.75 | 1.66 | 1.72 | 2.69 | 2.43 | 2.59 |
| No Response | 21.41 | 18.65 | 20.30 | 21.06 | 17.31 | 19.82 | 23.75 | 20.99 | 21.96 |

Note: Totals may not add to hundred because of missing values and rounding of figures

46.48 per cent and females 44.73 per cent), Orissa (males 46.57 per cent) etc, have passed the

Uttaranchal and Rajasthan have more Post-Graduate female Primary school teachers than male teachers.

Table E18

Professional Qualifications of Primary School Teachers (Regular): 2005

| Qualification | All Areas | | | Rural Areas | | | Urban Areas | | |
|---------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| J.B.T or Equivalent | 35.20 | 29.35 | 32.94 | 35.99 | 32.50 | 34.84 | 26.90 | 21.71 | 25.35 |
| S.B.T or Equivalent | 22.60 | 32.18 | 26.31 | 22.50 | 32.27 | 25.71 | 23.50 | 31.93 | 29.27 |
| B.Ed or Equivalent | 19.38 | 18.91 | 19.20 | 18.98 | 16.85 | 18.28 | 23.68 | 23.95 | 23.86 |
| M.Ed or Equivalent | 1.10 | 1.33 | 1.19 | 1.07 | 1.21 | 1.12 | 1.49 | 1.61 | 1.57 |
| No Response | 21.70 | 18.23 | 20.36 | 21.46 | 17.17 | 20.05 | 24.43 | 20.81 | 21.95 |

Note: Totals may not add to hundred because of missing values and rounding of figures

Secondary level. Majority of Primary school teachers in Uttaranchal (males 55 and females 67 per cent) and Rajasthan (males 65 and females 64 per cent)

Almost three out of 10 Primary school female teachers in Rajasthan and Uttaranchal are found to be having a Post-Graduate degree.



It has also been observed that compared to teachers in Primary schools, teachers in other school types are better qualified. Only 2.07 per cent male and 2.69 per cent female teachers in Elementary schools are below Secondary level (all teachers, 2.41 per cent). About 48

per cent male and 40 per cent female teachers in such schools are Graduates and Post-Graduates compared to 46 per cent all teachers. Majority of teachers in integrated Higher Secondary schools are either Graduates (male 43.44, and female 43.90 per cent) or Post-Graduates (male 23.43 per cent, and females 27.22 per cent). About 53.13 per cent male and 43.63 per cent female teachers in such schools in Uttaranchal are Post-Graduates. Majority of teachers in independent Upper Primary schools are either Graduates or Post-Graduates. About 75 per cent male and 76 per cent female teachers in Madhya Pradesh and 74 per cent male and 70 per cent female teachers in such schools in Rajasthan are Post-Graduates. Similar pattern is observed in the case of Upper Primary integrated with Higher Secondary schools too. In Delhi, 95 per cent male and 94 per cent female teachers in independent Upper Primary schools are Graduates and Post Graduates.

Percentage of teachers by professional qualifications (excluding *para*-teachers) presented in Tables D17 and D18 suggests that about 36.76 per cent male and 32.80 per cent female teachers (all categories) in urban areas are B.Ed or equivalent compared to 27.70 per cent male and 22.54 per cent female teachers in rural areas. The corresponding figures in case of teachers at Primary level are 19.38 per cent male and 18.91 per cent female teachers. In case of integrated Higher Secondary schools as many as 39.46 per cent male and 43.97 per cent female teachers had B.Ed or equivalent degree in 2005. Upper Primary attached to Secondary and Higher Secondary schools also have 61.84 and 54.77 per cent male and female teachers with B.Ed degree. Further, it is noticed that compared

“In Delhi, 95 per cent male and 94 per cent female teachers in independent Upper Primary schools are Graduates and Post Graduates”

“About 36.50 per cent male and 44.30 per cent female teachers were imparted in-service training during 2004”

to teachers having B.Ed degree, the percentage of teachers having M.Ed degree across school types is very low. On the other hand, a good number of teachers are J.B.T or equivalent which is true both for all categories and Primary teachers. All teachers together reveal that only 1.19 per cent teachers

in Primary schools have M.Ed or equivalent degree compared to 1.77 per cent in independent Elementary, 3.16 per cent integrated Higher Secondary, 1.23 per cent Upper Primary and 4.66 per cent in case of teachers in Upper Primary attached to Secondary and Higher Secondary schools. The percentage of no response in each school category indicates that a fairly good number of regular teachers do not have any professional qualification.

In-Service Training of Teachers

Like other indicators, percentage of teachers imparted in-service training during the previous year (2004) across all types of schools has also been presented in case of all the States and UTs included under DISE in 2005.

About 36.50 per cent male and 44.30 per cent female teachers (all categories) were imparted in-service training during the previous year, that is, 2004 compared to 33.09 per cent male and 44.70 per cent female teachers in 2003. Irrespective of the school types, more female teachers were imparted in-service training than their male counterparts.

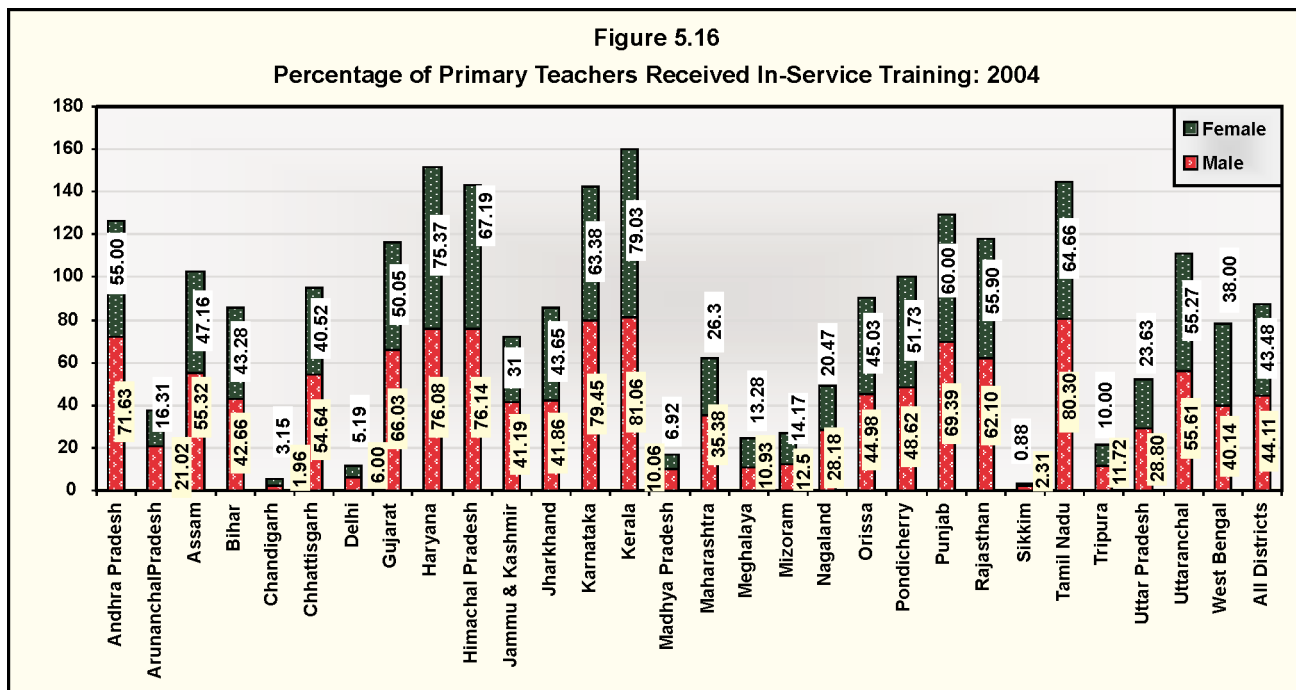
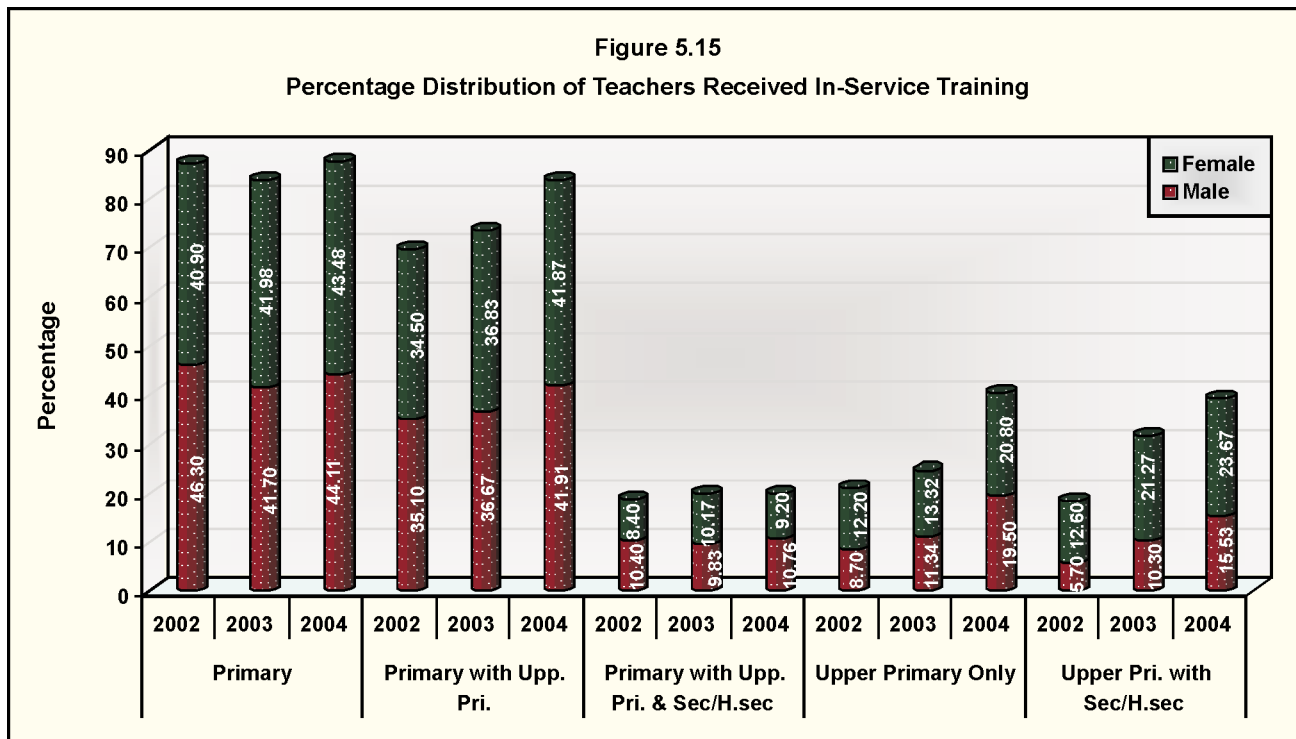
The highest percentage of teachers imparted in-service training is noticed in case of teachers in Primary schools (male 44.11, and female 43.48 per cent), followed by independent Elementary schools (male 41.91 per cent, and females, 41.87 per cent), Upper Primary schools (male 19.50 per cent, and female 20.80 per cent), Upper Primary attached to Secondary and Higher Secondary Schools (male 15.53 per cent, and female 23.67 per cent) and integrated Higher Secondary schools (male 16.76 per cent, and female 9.20 per cent) (Table E19). Both male and



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female teachers together, accounting for about 42 per cent teachers in the Primary schools, received

in rural areas (44.31 per cent) than the same in case of urban areas (27.79 per cent) (Table E19). Further,



in-service training during the previous year. The percentage of such teachers has been much higher

it has also been observed that a good number of Primary school teachers in government-managed

schools received in-service training compared to only a few in Private-managed schools.

Except in the case of Uttar Pradesh (2,813 schools), Andhra Pradesh (2,482 schools) and

Table E19
Percentage of Teachers Provided In-Service Training: 2004

| School Category | All Areas | | | Rural Areas | | | Urban Areas | | |
|--|-----------|--------|-------|-------------|--------|-------|-------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Primary only | 44.11 | 43.48 | 45.21 | 45.49 | 49.14 | 48.58 | 27.19 | 27.95 | 28.06 |
| Primary with Upper Primary | 41.91 | 41.87 | 43.16 | 44.94 | 49.87 | 48.44 | 23.29 | 27.33 | 26.49 |
| Primary with Upper Primary & Secondary/Hr. Secondary | 16.76 | 9.20 | 9.95 | 13.57 | 15.24 | 14.46 | 5.18 | 5.53 | 5.54 |
| Upper Primary only | 19.50 | 20.80 | 20.33 | 20.18 | 23.19 | 21.45 | 11.48 | 12.53 | 12.26 |
| Upper Primary with Secondary/Hr. Secondary | 15.53 | 23.67 | 19.24 | 17.41 | 29.95 | 22.14 | 9.37 | 15.98 | 13.16 |
| No Response | 32.31 | 24.90 | 28.84 | 18.82 | 22.58 | 17.11 | 11.37 | 12.21 | 11.43 |
| All Schools (2005) | 36.50 | 44.34 | 37.37 | 38.99 | 49.55 | 42.07 | 18.57 | 34.54 | 21.12 |
| All Schools (2004) | 33.09 | 44.70 | 33.64 | 35.11 | 49.73 | 37.20 | 18.32 | 35.53 | 20.29 |
| All Schools (2003) | 17.98 | 47.25 | 32.19 | 19.48 | 52.74 | 35.48 | 7.43 | 36.12 | 16.93 |

Note: Totals may not add to hundred because of missing values and rounding of figures

Para-Teachers

Comprehensive data on *para*-teachers has been collected through the DISE operations. It reveals that all the states have reported information on *para*-teachers. It has also been observed that *para*-teachers are not confined only to Primary and Upper Primary schools but a good number of them have also been appointed and posted in other types of schools. Further it has been observed that in as many as 70,820 schools (6.82 per cent to total schools), only *para*-teachers were working in 2005 against 43,655 schools (4.69 per cent) in 2004. The number of such schools in Rajasthan, Madhya Pradesh and Chhattisgarh has been respectively as high as 17,985, 33,220 and 8,522 schools, which work out to 20.51, 29.73 and 22.07 per cent of the total schools in these states.

“In as many as 70,820 schools (6.82 per cent to total schools), only *para*-teachers were working in 2005 against 43,655 schools in 2004”

Himachal Pradesh (1,017 schools), in the other states such schools are only a few.

Across the country, as many as 379 thousand teachers were appointed in 2005 which is 9.09 per cent of the total 4.17 million teachers compared to 259 thousand in 2004 and 197 thousand *para*-teachers in 2003. Of the total *para*-teachers, 64 per cent are male and the remaining 36 per cent are female teachers. The percentage of male and female *para*-teachers to total male and female teachers comes out to be 10.04 and 8.53 respectively. In other words, more than 9 per cent of total teachers (all categories) are *para*-teachers. It may also be of interest to know that 92 per cent of the total *para*-teachers have been found to be appointed in rural areas. Urban areas had only 29 thousand *para*-teachers in 2005, compared to 347 thousand in the rural



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areas (Table E 20). In percentage terms, it is very high in rural areas (10.72) than the same in urban areas (3.28 per cent). In rural areas, the percentage of female *para*-teachers has been very high in a few school types such as Primary (14.67 per cent) and

para-teachers) and Orissa (12,416 *para*-teachers) have only a fewer number of *para*-teachers.

Further, it is observed that 30.97 per cent of the total *para*-teachers are appointed alone in the state of Madhya Pradesh compared to 13.32 per cent in

Table E20
Distribution of *Para*-Teachers by Category: 2005

| School Category | Number of Teachers | | | | |
|---|--------------------|---------------|---------------|---------------|--------------|
| | Male | Female | Total | Rural Areas | Urban Areas |
| Primary only | 163025 | 82793 | 245818 | 234395 | 10997 |
| Primary with Upper Primary | 43214 | 30512 | 73726 | 64736 | 8846 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 3846 | 4276 | 8122 | 4658 | 3441 |
| Upper Primary only | 16785 | 8497 | 25282 | 23605 | 1664 |
| Upper Primary with Secondary/ Hr. Secondary | 14127 | 9341 | 23468 | 19119 | 4249 |
| No Response | 929 | 1719 | 2648 | 311 | 56 |
| All Schools (2005) | 241926 | 135740 | 379385 | 346824 | 29353 |
| All Schools (2004) | 167730 | 91369 | 259099 | 240734 | 18365 |
| All Schools (2003) | 135826 | 74269 | 213699 | 194665 | 16720 |

Note: Rural and urban totals may not add to total number of *para*-teachers because of no responses in these areas and also in male and female category

Upper Primary only (13.57 per cent) but the same is not true in case of female *para*-teachers in urban areas. The percentage of female *para*-teachers in these schools type in urban areas has been as low as 4.03 and 4.96 respectively.

The state-specific number of *para*-teachers reveals that majority of *para*-teachers are appointed in the states of Andhra Pradesh (60,610), Bihar (25,436), Chhattisgarh (30,311), Madhya Pradesh (1,17,502), Rajasthan (36,732) and Uttar Pradesh (50,553) which together constitute a total of 321 thousand *para*-teachers which is 85 per cent of the total *para*-teachers across 29 States and UTs of the country. Compared to these states, other states except Jharkhand (10,207

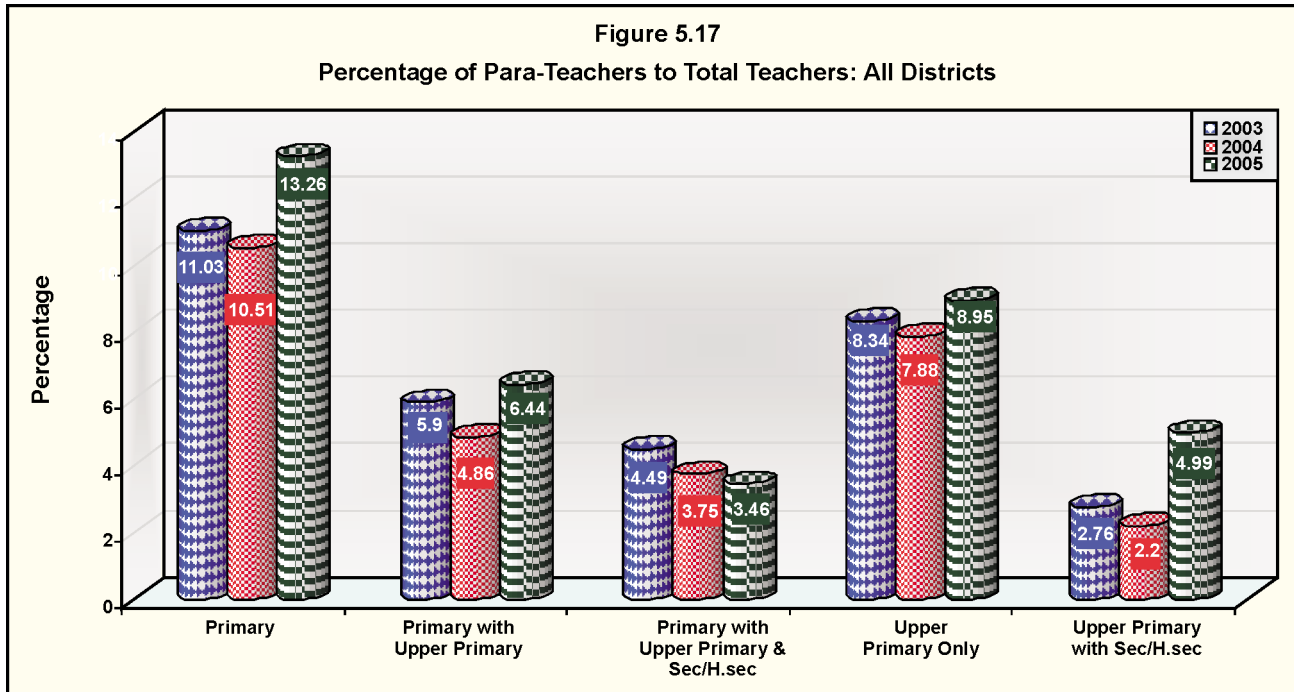
Uttar Pradesh, 9.68 per cent in Rajasthan, 7.99 per cent in Chhattisgarh and 15.98 per cent in Andhra Pradesh. All these states have a high percentage of *para*-teachers to the total number of teacher in the state. On an average, Chhattisgarh and Madhya Pradesh have an average of one *para*-teacher in its Primary schools. The percentage of male and female *para*-teachers in Chhattisgarh is as high as 28.79 and 37.31 respectively. Madhya Pradesh too has a high percentage of 31.50 male and 31.70 female *para*-teachers compared to respective percentage of 15.17 and 18.83 in Bihar, 12.87 and 14.33 in Rajasthan, 12.97 and 12.91 in Himachal Pradesh and 10.51 and 17.65 in the state of Uttar Pradesh.

“Majority of *para*-teachers are appointed in Andhra Pradesh, Bihar, Chhattisgarh, Madhya Pradesh, Rajasthan and Uttar Pradesh which together constitute a total of 321 thousand *para*-teachers”



Compared to high percentage in these states, the percentage of *para*-teachers to total teachers in the remaining states is low. Kerala has only 2 per cent *para*-teachers against about 1 per cent in Gujarat. The percentage of male and female *para*-teachers to total teachers in Delhi comes out to be 2.08 and 2.33 of the total teachers. All the states from the north-eastern region of the country also reported information on *para*-teachers in all types of schools, though,

Primary schools are male and the balance 34 per cent are female teachers. The percentage of male and female *para*-teachers to total teachers in Primary schools in 2005 has been as high as 14.19 and 11.73. Both together give a percentage of 13.26 which means that 13 out of every 100 teachers in Primary schools are *para*-teachers compared to 15 out of 100 in rural and 4 out of 100 in urban areas.



the percentage of *para*-teachers to total teachers in these states is quite low as compared to other states. Among these states, Arunachal Pradesh reported the highest percentage of 5.91 and 8.52 *para*-teachers respectively in case of male and female teachers.

About 65 per cent of the total 379 thousand *para*-teachers are posted in the Primary schools. The distribution of *para*-teachers by school category further reveals that 13.26 per cent (246 thousand in 2005 against 176 thousand in 2004) of the total teachers posted in Primary schools are the *para*-teachers. About 66 per cent of the total *para*-teachers in

“Primary schools alone in Rajasthan and Madhya Pradesh have 26,495 and 74,240 para-teachers, which is 72 and 63 per cent of the total para-teachers in Primary schools.”

Further, it has been observed that significant percentage of *para*-teachers (to total teachers) in Primary schools is observed to be in the states of Andhra Pradesh (13.03 male and 13.80 female teachers), Chhattisgarh (33.41 male and 46.32 female teachers), Bihar (20.65 male and 26.65 female teachers), Himachal Pradesh (19.43 male and 16.98 female teachers), Jammu and Kashmir (18.90 male and 11.16 female teachers), Madhya Pradesh (38.45 male and 40.28 female teachers) and Rajasthan (21.03). Primary schools alone in Rajasthan and Madhya Pradesh have 26,495 and 74,240 *para*-teachers, which is 72 and 63 per cent of the total *para*-teachers in



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Primary schools. In rest of the states, the percentage of *para*-teachers in Primary schools is very low. All the north-eastern states have only a few *para*-teachers in its Primary schools. So also Gujarat, Haryana, Kerala, Maharashtra, Tamil Nadu and West

(male 16.53 and female 18.21 per cent), Bihar (male 9.15 and female 10.37 per cent), Chhattisgarh (male 24.66, and female 21.18 per cent), and Madhya Pradesh (male 22.60 and female 22.04 per cent) have a high percentage of

Table E21
Percentage of *Para*-Teachers to Total Teachers: 2005

| School Category | All Areas | | | Rural Areas | | | Urban Areas | | |
|---|--------------|-------------|-------------|--------------|--------------|--------------|-------------|-------------|-------------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Primary only | 14.19 | 11.73 | 13.26 | 14.98 | 14.67 | 14.88 | 4.71 | 3.71 | 4.03 |
| Primary with Upper Primary | 6.65 | 6.17 | 6.44 | 7.09 | 7.89 | 7.38 | 3.93 | 3.02 | 3.33 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 3.93 | 3.13 | 3.46 | 4.14 | 3.82 | 4.00 | 3.50 | 2.70 | 2.92 |
| Upper Primary only | 8.02 | 11.62 | 8.95 | 8.30 | 13.57 | 9.49 | 4.72 | 5.19 | 4.96 |
| Upper Primary with Secondary/Hr. Secondary | 4.82 | 5.25 | 4.99 | 5.47 | 6.98 | 5.93 | 2.66 | 3.10 | 2.90 |
| No Response | 8.84 | 8.60 | - | 5.64 | 6.28 | - | 3.83 | 3.40 | - |
| All Schools (2005) | 10.04 | 8.53 | 9.09 | 10.91 | 11.27 | 10.72 | 3.87 | 3.29 | 3.27 |
| All Schools (2004) | 7.91 | 6.98 | 7.06 | 8.56 | 9.32 | 8.31 | 3.01 | 2.41 | 2.36 |
| All Schools (2003) | 7.20 | 6.82 | 7.18 | 7.67 | 8.67 | 7.68 | 3.32 | 2.87 | 3.06 |

Note: Total may not add to hundred because of the no-responses and rounding of figures

Bengal too. However, Delhi (male 3.70 and female, 3.08 per cent) and Uttaranchal (male 7.00 and female, 5.24 per cent) also reported high percentage of *para*-teachers in its Primary schools but in absolute number, both states have posted only a few *para*-teachers.

Notably *para*-teachers are not confined only to Primary schools. A good number of other types of schools also had *para*-teachers in 2005. However, majority of them have been posted in Primary schools. Their number is more than 73 thousand in case of Elementary schools, which is 6.44 per cent of the total teachers in Elementary schools. States of Andhra Pradesh

para-teachers (to total teachers) in Elementary schools.

On the other hand, as many as 25,282 *para*-teachers were posted in independent Upper Primary schools which is 8.95 per cent of the total teachers in these schools. Chhattisgarh (male 24.18, and female 46.00 per cent) and Madhya Pradesh (male 30.36, and female 41.02 per cent), too have significant number of *para*-teachers in this category also. Compared to Primary schools, Upper Primary and Elementary schools, integrated Higher Secondary and Upper Primary attached to Secondary & Higher Secondary schools have only a few *para*-teachers. In both the

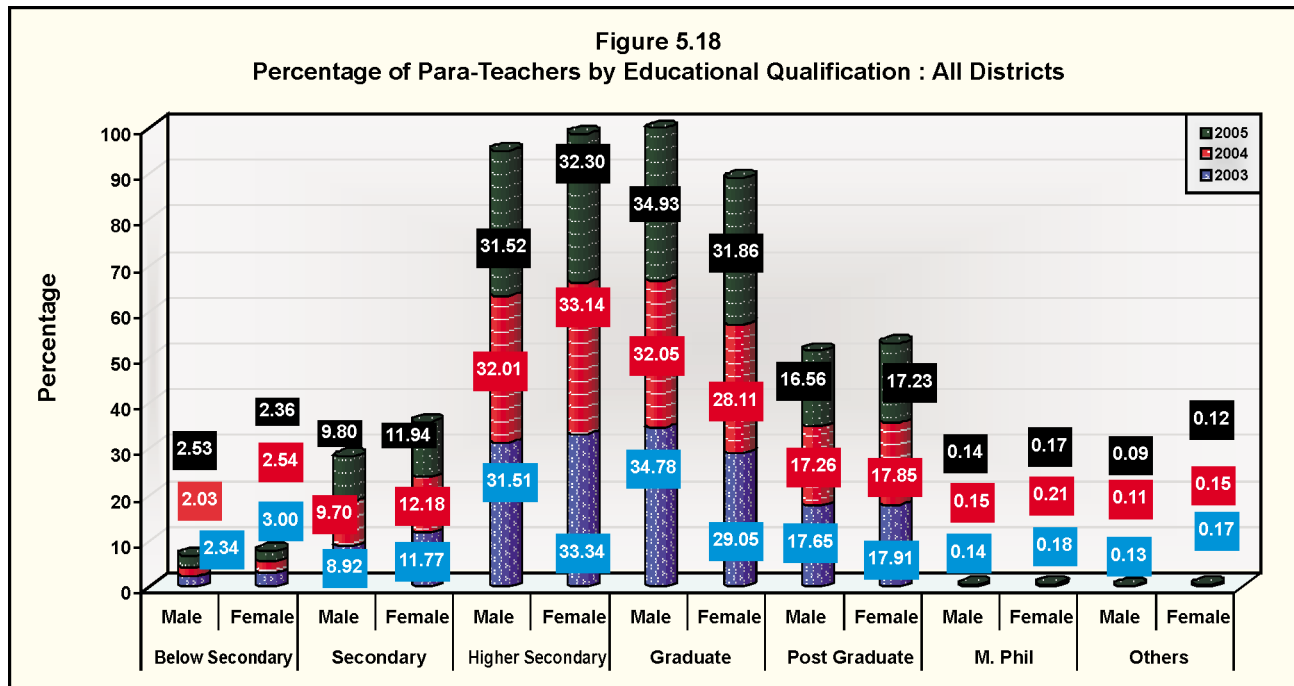
“As many as 25,282 *para*-teachers were posted in independent Upper Primary schools which is 8.95 per cent of the total teachers in these schools”

types of these schools, about 32 thousand *para*-teachers were appointed in 2005, which is respectively 3.46 and 4.99 per cent of total teachers in these schools (Table E 21).

Qualifications of Para-teachers

The distribution of *para*-teachers by school category reveals that *para*-teachers are almost equally qualified as regular teachers. About 51.49 per cent male and 49.09 per cent female *para*-teachers are Graduates and above compared to 49.36 per cent male and 47.58 per cent female regular (all category) teachers. This shows that about 51 per cent *para*-teachers have Graduate and above degrees. In urban

cent female *para*-teachers are Higher Secondary and below. The distribution of teachers below Higher Secondary level further reveals that the percentage in case of regular teachers is higher than the same in case of *para*-teachers which is true for all category schools and teachers in Primary schools. Only 2.53 per cent male and 2.36 per cent (all categories) female *para*-teachers are below Secondary level, compared to 3.02 male and 3.26 per cent female regular teachers. The percentage in case of regular Primary teachers is still higher at 4.27 per cent male and 5.24 female teachers. The corresponding percentages in case of *para*-teachers are 2.94 male, 2.74 female



areas, the percentage of such *para*-teachers is favourably much higher at 62.27 compared to 49.62 in the rural areas.

On the other hand, 46.62 per cent male, 49.04 per cent female and 47.59 per cent all regular teachers are Higher Secondary and below compared to which the percentage in case of *para*-teachers is low. About 43.85 per cent male and 46.60 per

teachers. Though the number is small, a few regular teachers (0.24 per cent male and 0.29 per cent female) and *para*-teachers (0.14 per cent male and 0.17 per cent female) are even M.Phil holders. This is also true in case of teachers in Primary schools (Tables E 22 & E 23).

The state-specific distribution of *para*-teachers by qualifications suggests that a few states have higher

“About 51.49 per cent male and 49.09 per cent female para-teachers are Graduates and above compared to 49.36 per cent male and 47.58 per cent female regular teachers”



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slightly higher in case of other school types. About 13 per cent male and female *para*-teachers teaching in Primary schools are J.B.T or equivalent and another 11.07 per cent male and 10.28 per cent female teachers S.B.T or equivalent (Tables E 24 and E25).

teachers (all categories) are employed in schools run by Government managements.

About 84 per cent SC and 79 per cent ST teachers are employed respectively in the Government and Private managed schools. Both SC and ST teachers

Table E24

Percentage of *Para*-Teachers with Professional Qualification by School Category: 2005

| School Category | All Areas | |
|---|-----------|--------|
| | Male | Female |
| Primary only | 45.74 | 40.25 |
| Primary with Upper Primary | 40.32 | 43.33 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 44.53 | 52.35 |
| Upper Primary only | 52.31 | 50.94 |
| Upper Primary with Secondary/Hr. Secondary | 50.91 | 45.58 |
| All Schools | 45.59 | 42.64 |

Table E25

Professional Qualification of *Para*-Teachers (All Categories): 2005

| Qualification | Percentage | | | | | |
|---------------------|------------|--------|-------------|--------|-------------|--------|
| | All Areas | | Rural Areas | | Urban Areas | |
| | Male | Female | Male | Female | Male | Female |
| J.B.T or Equivalent | 11.48 | 10.14 | 11.59 | 10.44 | 9.89 | 8.65 |
| S.B.T or Equivalent | 10.60 | 11.67 | 10.54 | 11.67 | 10.03 | 11.24 |
| B.Ed or Equivalent | 22.41 | 19.59 | 22.18 | 18.48 | 25.83 | 25.69 |
| M.Ed or Equivalent | 1.11 | 1.24 | 1.05 | 1.11 | 2.19 | 1.95 |
| No Response | 54.41 | 57.36 | 54.63 | 58.30 | 52.06 | 52.47 |

Note: Totals may not add to hundred because of missing values and rounding of figures.

Distribution of Teachers by Caste

The caste distribution of teachers (including *para*-teachers) is presented state-wise and by average of 581 districts (Table E26). This has also been done in case of all Government and Private teachers together. The data reveals that Government is the main employer of both SC and ST teachers as majority of

together in Government schools share total SC and ST teachers by 81 per cent, compared to 19 per cent in case of Private managed schools. As many as 0.83 million SC and 0.94 million ST teachers are engaged in imparting elementary education, which respectively are 20.64 per cent and 23.50 per cent of the total teachers. Altogether, there are about 1.77



Teacher-Related Indicators

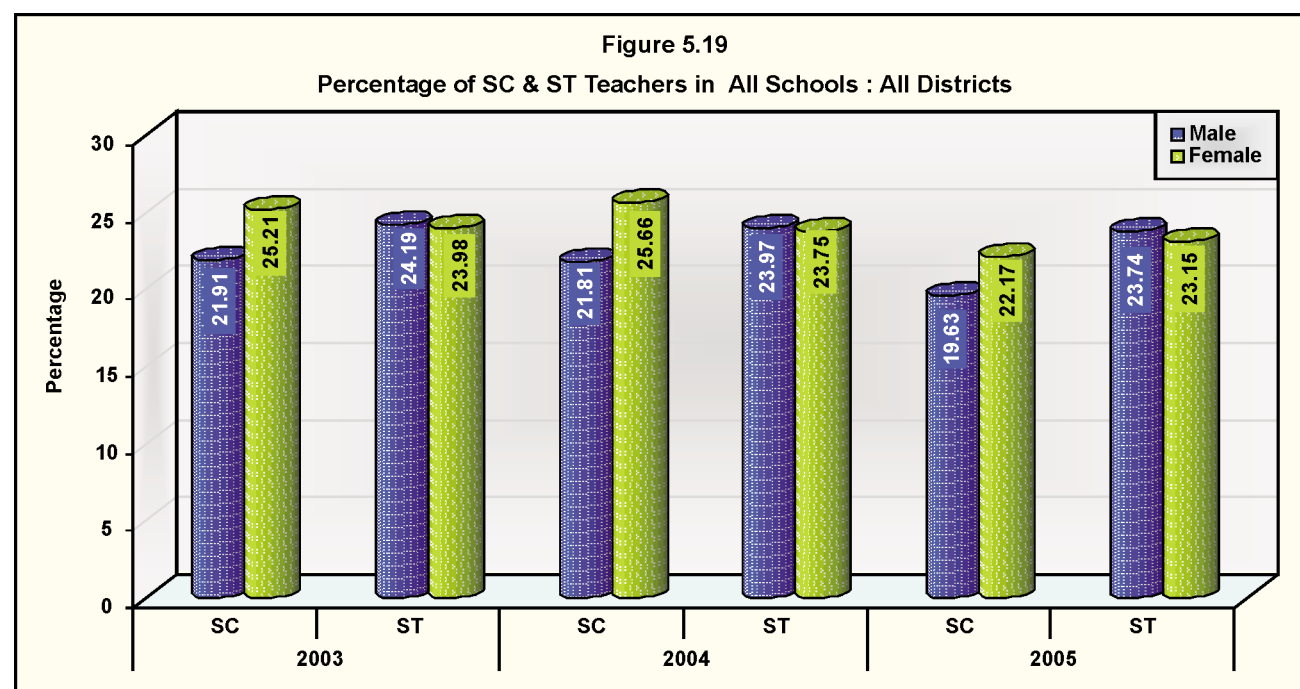
million SC and ST teachers, which is 44.14 per cent of total teachers that impart elementary education in the country (Table E26). Not much difference is

observed in percentage of SC and ST teachers to total teachers in 2005 compared to the same in the previous year 2004.

Table E26

SC & ST Teachers Employed in Government and Private Managed Schools: 2004 and 2005

| Management | 2004 | | |
|----------------------------|--------------|--------------|--------------|
| | SC | ST | SC & ST |
| Government Schools | 669448 | 664427 | 1333875 |
| % | 83.70 | 80.96 | 82.31 |
| Private Schools | 130398 | 156208 | 286606 |
| % | 16.30 | 19.04 | 17.69 |
| Total | 799846 | 820635 | 1620481 |
| % to Total Teachers | 21.81 | 22.38 | 44.18 |
| | 2005 | | |
| | SC | ST | SC & ST |
| Government Schools | 693978 | 744181 | 1438159 |
| % | 84.03 | 79.13 | 81.42 |
| Private Schools | 131930 | 196301 | 328231 |
| % | 15.97 | 20.87 | 18.58 |
| Total | 825908 | 940482 | 1766390 |
| % to Total Teachers | 20.64 | 23.50 | 44.14 |



Working Days Teachers Spent on Non-teaching Assignments

It is a common belief that teachers, in general and Primary schools teachers, in particular, hardly get time for teaching because they are mostly involved in non-teaching assignments. Through the DISE operations, information was collected from all teachers

percentage of such teachers is also presented separately both in case of rural and urban areas.

Table E27 reveals that majority of teachers imparting elementary education across 581 districts were not involved in non-teaching assignments in 2004. The percentage of such teachers (all categories) has been as low as 19.14 per cent (18 per cent in 2003) compared to 20.28 per cent in rural

Table E27
Average Number of Working Days Spent on Non-Teaching Assignments: 2004

| School Category | Number of Days | | | | |
|---|----------------|-------------|-------------|----------------------------|-------------------------|
| | All Areas | Rural Areas | Urban Areas | All Government Managements | All Private Managements |
| Primary only | 15 | 15 | 17 | 16 | 14 |
| Primary with Upper Primary | 14 | 14 | 17 | 14 | 14 |
| Primary with Upper Primary & Secondary/ Hr. Secondary | 16 | 17 | 16 | 17 | 15 |
| Upper Primary only | 16 | 16 | 18 | 16 | 15 |
| Upper Primary with Secondary/ Hr. Secondary | 17 | 16 | 19 | 16 | 19 |
| All Schools | 15 | 15 | 17 | 15 | 15 |
| Percentage of Teachers Involved in non-Teaching Assignments to Total Teachers, 2004 | 18.14 | 20.28 | 10.60 | 21.82 | 8.05 |
| Percentage of Teachers Involved in non-Teaching Assignments to Total Teachers, 2003 | 16.69 | 18.34 | 10.60 | 19.47 | 8.21 |
| Percentage of Teachers Involved in non-Teaching Assignments to Total Teachers, 2002 | 21.60 | 23.49 | 13.89 | 25.02 | 9.95 |



on the number of working days spent on non-teaching assignments during the previous academic year i.e. 2004, which has been used to compute average number of working days spent on non-teaching assignments, which is presented by school category (Table E27). While computing the average number of days, only those teachers are considered who were involved in non-teaching assignments during the previous year that is, in 2004. The

and only 10.60 per cent in urban areas. This suggests that 81 out of 100 teachers were not involved in non-teaching assignments compared to 89 out of 100 teachers in urban areas. Almost double percentage of teachers in rural areas was involved in non-teaching assignments than teachers in the urban areas.

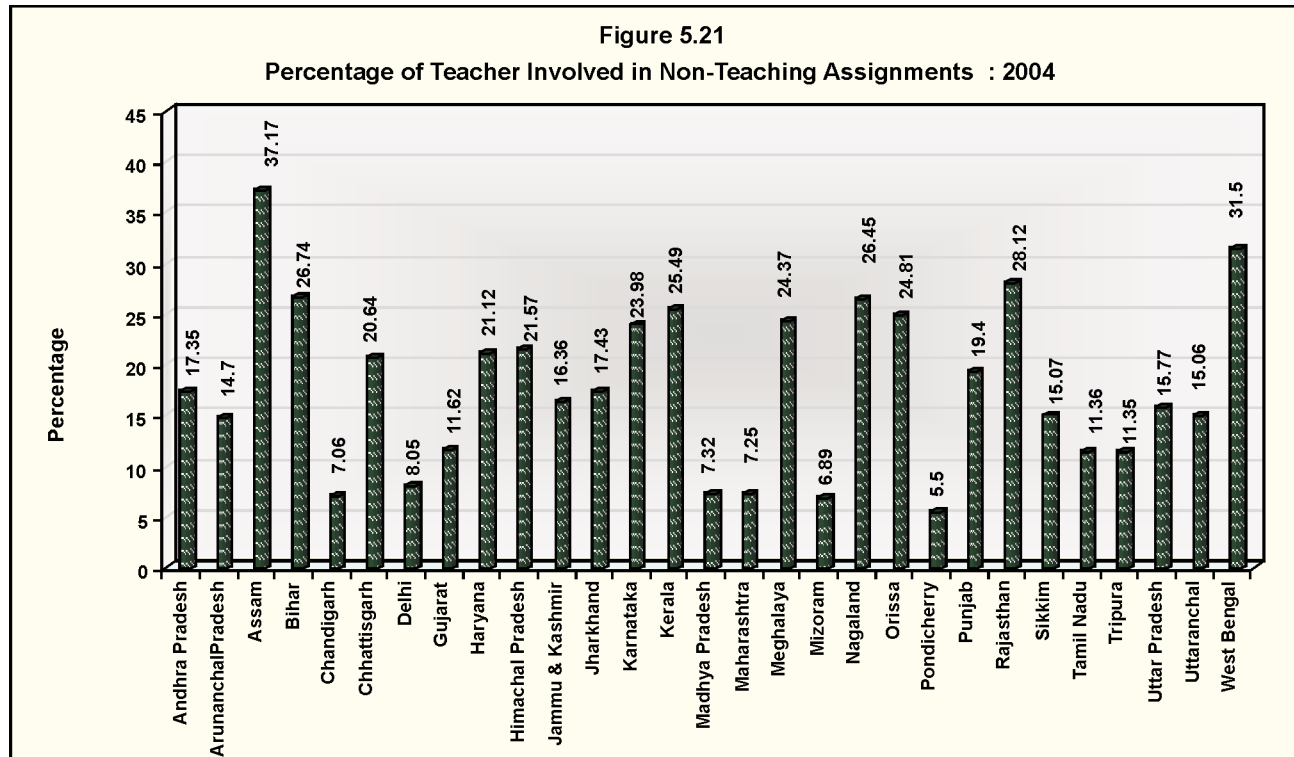
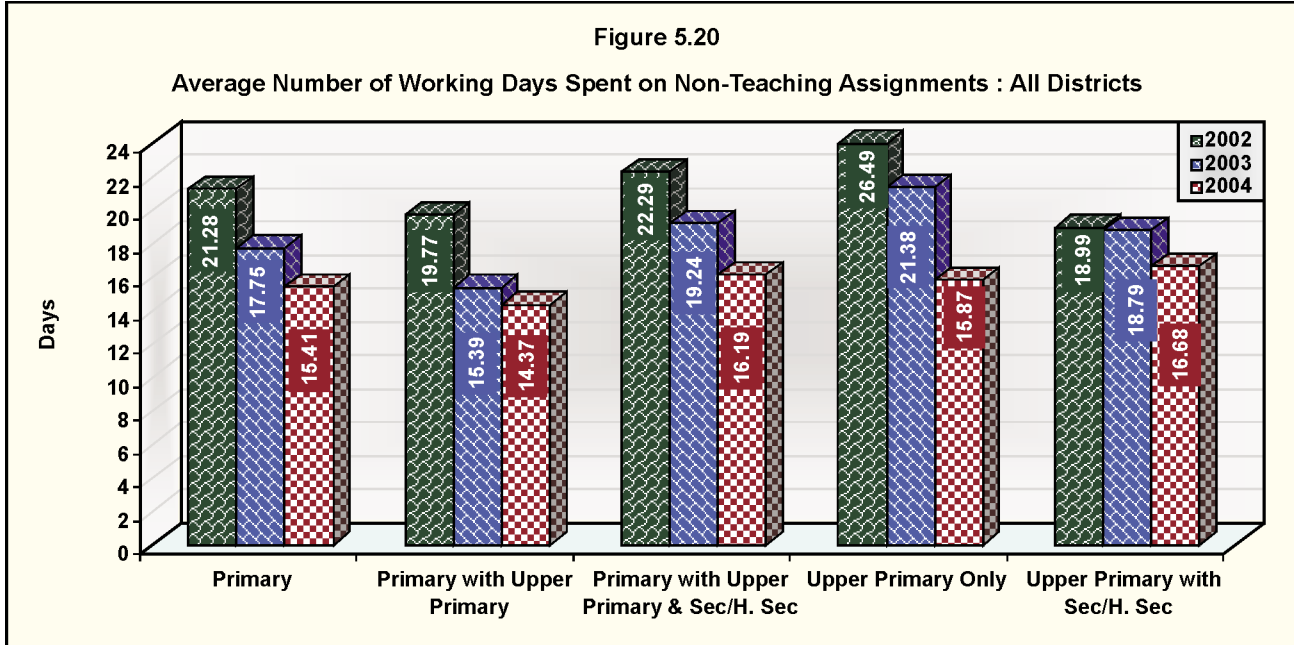
“81 out of 100 teachers were not involved in non-teaching assignments compared to 89 out of 100 teachers in urban areas”

It is observed that the highest percentage of teachers involved in non-teaching assignments was in

Teacher-Related Indicators

Assam (37 per cent) followed by West Bengal (32 per cent), Rajasthan (28 per cent), Bihar (27 per cent) etc. On the other hand, the percentage of such

assignment during the previous academic year. The teaching-learning not taking place regularly, may not be because of involvement of teachers in non-teaching



teachers in Chandigarh, Delhi and Pondicherry was below 8 per cent as majority of teachers in these states were not involved in any non-teaching

assignments as teachers are involved in non-teaching assignments only for a few days and percentage of such teachers has also been quite low.

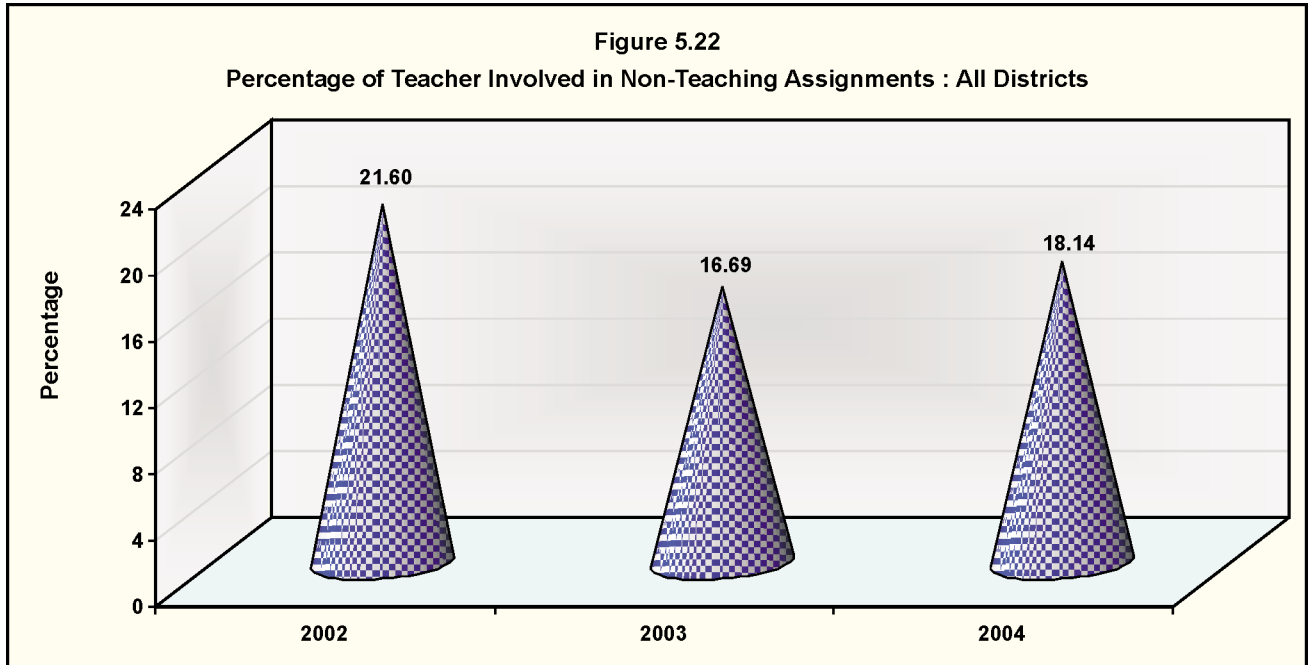


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The data on all schools together reveals that, on an average, a teacher was involved in the non-teaching assignments only for 15 days during the pervious academic year. In rural areas, teachers were involved in such assignments for 15 days compared to 17 days in urban areas. The

“On an average, a teacher was involved in non-teaching assignments only for 15 days during the pervious academic year”

Higher Secondary schools (17 days) than in other school types. Teachers in Primary, Elementary, integrated Higher Secondary schools were engaged in the non-teaching activities respectively for 15, 14 and 16 days during the previous academic year.



average number of days spent on non-teaching assignments was highest (31 days) in Bihar and Jharkhand and the lowest (6 days) in Tamil Nadu. The average number of days spent was also high in Arunachal Pradesh (28 days), Assam (20 days), Madhya Pradesh and Pondicherry (21 days), Tripura (24 days), Delhi (15 days) and Meghalaya (16 days).

It is also be noticed that the number of days spent on non-teaching assignments were slightly more in Upper Primary attached to Secondary and

So far as teachers in Primary schools are concerned, only seven states reported more than 20 days' involvement in non-teaching assignments during the previous academic year. Arunachal Pradesh (32 days), Assam (21 days), Bihar (32 days), Jharkhand (31 days), Madhya Pradesh (21 days), Pondicherry (22 days) and Tripura (30 days) are such states. In Delhi, Primary schools were reported to be engaged for 9 days compared to 6 days in Chandigarh, 5 days in Tamil Nadu, 7 days in Karnataka and 8 days in Kerala.

